

**LEHIGH VALLEY HEALTH NETWORK  
Graduate Medical Education**

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

---

**I. SCOPE:**

Lehigh Valley Health Network (LVHN) adopts this policy for the following selected licensed entities:

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Lehigh Valley Hospital                           | <input type="checkbox"/> Lehigh Valley Hospice                |
| <input type="checkbox"/> Lehigh Valley Hospital – Hazleton                           | <input type="checkbox"/> Pocono VNA / Hospice                 |
| <input type="checkbox"/> Lehigh Valley Hospital – Pocono                             | <input type="checkbox"/> Lehigh Valley Home Care – Schuylkill |
| <input type="checkbox"/> Lehigh Valley Hospital – Schuylkill                         | <input type="checkbox"/> Lehigh Valley Home Care – Hazleton   |
| <input type="checkbox"/> Transitional Skilled Unit                                   | <input type="checkbox"/> LVHN Children’s Surgery Center       |
| <input type="checkbox"/> Lehigh Valley Home Care                                     | <input type="checkbox"/> LVHN Surgery Center – Tilghman       |
| <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Allentown       |   |
| <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Bethlehem       |   |
| <input type="checkbox"/> LVHN East Stroudsburg Ambulatory Surgery Center             |   |
| <input type="checkbox"/> LVHN Ambulatory Surgery Center of Lopatcong (in New Jersey) |   |

**Medical and Dental Resident and Fellow Physicians**

This policy covers moonlighting or work outside of the duties of the training program for graduate trainees in ACGME accredited programs.

**II. DEFINITIONS**

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

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

**Page 2 of 3**

permitted. LVH does not provide support for H1-B visas for work outside of LVH 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 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. LVH will not provide malpractice coverage to graduate trainees while moonlighting outside of LVH.

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 LVH, must be counted toward the ACGME 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.

### **IV. REFERENCES: N/A**

### **V. ATTACHMENTS / FORMS: N/A**

### **VI. DISCLAIMER:**

This policy and the implementing procedures are intended to provide a description of recommended courses of action to comply with statutory or regulatory requirements and/or operational standards. It is recognized that there may be specific circumstances, not contemplated by laws or regulatory requirements that make compliance inappropriate. For advice in these circumstances, consult

### **VII. REVIEW:**

Origination: mm / yyyy

Review / Revision: mm / yyyy, mm / yyyy

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

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

<b>Approved by:</b> Margaret Hadinger (Dir Grad Med Educ / Dio)	<b>Approval Date:</b> 12/15/2021
<b>Version:</b> 2	<b>Publication Date:</b> 12/15/2021
<b>Original Creation Date:</b> 03/10/2014	<b>Next Review Date:</b> 07/09/2024