**University of Colorado School of Medicine**  
**Graduate Medical Education**

<table>
<thead>
<tr>
<th>Policy: <strong>Moonlighting Policy</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Original Approval:</strong></td>
</tr>
<tr>
<td>May 21, 2003</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

In this document, “Resident” refers to both specialty Residents and subspecialty Fellows.

**Purpose**
To ensure that professional activities falling outside the course and scope of an approved training program are consistent with policies and guidelines set forth by the Accreditation Council for Graduate Medical Education (ACGME) and GME.

**Definitions:**
- **External Moonlighting** - Any medically-related professional activity, which is outside the course and scope of the approved training program, and takes place at a hospital, clinic, business, or other practice site that is not a site of practice for the program.

- **Internal Moonlighting** – Any medically-related professional activity that is outside the course and scope of the approved training program and is provided in a site of practice for the program.

- **Internal Moonlighting Billing** – If a provider is submitting claims to payers for professional services, the services may only be provided in the outpatient setting and must be outside the course and scope of the approved training program.

**Policy**
The Graduate Medical Education Committee (GMEC) recognizes that moonlighting is not an activity associated with part of the formal educational experience. Residents must not be required to participate in moonlighting activities. Individual programs may prohibit moonlighting by its Residents/Fellows. The Program Director will monitor the effect of moonlighting activities on a Resident’s/Fellow’s performance in the program, including adverse effects which may lead to withdrawal of permission to moonlight. Moonlighting must not interfere with the ability of the resident to achieve the goals and objectives of the educational program.

Residents must meet the following requirements:

1. The individual wishing to moonlight must obtain annually, prior written approval to perform specific duties/procedures in a moonlighting environment from the Program Director. (Complete the Approval for Resident Moonlighting request form and return to the GME office).
2. The individual seeking permission to moonlight must possess a valid license to practice medicine in the State of Colorado. A “Physician Training License” does not meet this requirement. For additional information see Colorado Revised Statutes Article 36, also known as the Medical Practice Act.
3. The individual seeking permission to moonlight must secure professional liability (malpractice) insurance coverage apart from that provided to Residents as part of the formal academic training program. Coverage provided Residents as referred to in the residency contract do not include activities occurring as part of a moonlighting experience.
4. Residents moonlighting at either UCH or Children’s Hospital Colorado (C HCO) must be appointed a GME Instructor/Fellow through the Faculty Affairs Office.
5. Time spent by Residents in Internal and External Moonlighting must be counted toward the 80-hour Maximum Weekly Hour Limit as required by ACGME and GME.
University of Colorado School of Medicine
Graduate Medical Education

6. Programs operating under an exception to the 80-hour weekly duty limit endorsed by the GMEC and approved by the appropriate RRC may not allow Residents to moonlight while serving on rotations with a duty hour exception.

7. PGY-1 Residents are not permitted to moonlight.

8. Individuals possessing a J-1 visa are not eligible to moonlight.

9. The Resident must be in good standing (not on Focused Review nor Probation or having significant performance issues).

10. Residents with prior permission to moonlight will have that permission revoked by the Program Director if academic performance is determined to no longer be at a satisfactory level, e.g., probation or other major concerns arise.

11. Residents continuing to moonlight following revocation of permission can be dismissed from the program. This notice must be contained in documentation placing the Resident on probation.

12. The obligation to notify an outside employer is the responsibility of the Resident who established that employment relationship, not the responsibility of the University or training program.

Approval for Moonlighting

1. Residents must annually seek approval to moonlight and obtain the required written approval by completing the Approval for Resident Moonlighting request form, accessible via the GME Website, Forms and Templates webpage, GME tab, Moonlighting Approval Form.

2. Both the Program Director and GME Associate Dean must complete and sign the form prior to engaging in moonlighting activities. A copy of the completed approval form will be sent to the Program Director by the GME staff upon completion.

3. Programs must maintain a copy of the completed form in the Resident’s permanent file.

4. Programs must maintain an ongoing record of all moonlighting approvals for all Residents and this record may be reviewed along with the individual approval forms at the time of the Internal Review by the GME staff.