

**UVM HEALTH NETWORK - CHAMPLAIN VALLEY PHYSICIANS
HOSPITAL GENERAL MEDICAL EDUCATION**

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Section: GME Institutional

SUBJECT: Moonlighting Policy		
PREPARED BY: Laura McCray, MD MSCE		RESPONSIBLE DEPARTMENT: Graduate Medical Education
CONTRIBUTING DEPARTMENT(S):		
ADMINISTRATIVE APPROVAL: General Medical Education Committee		POLICY CREATION DATE: 12/10/2025
NEW: X	SUPERSEDES POLICY DATED: GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL Page #16 & 17	REVISED DATE:
REVIEW DATES & INITIALS OF REVIEWER:		
OTHER RELATED POLICIES: (LIST POLICY TITLE & DEPT. IF NOT ADMIN.)		

I. PURPOSE

Internal moonlighting is voluntary, compensated, medically- related work external to the educational program that occurs at sites under the governance of UVMHN– CVPH.

External moonlighting is voluntary, compensated, medically- related work external to the educational program that occurs at sites outside of the governance of UVMHN-CVPH.

II. Procedure

General

1. The Sponsoring Institution or individual ACGME-accredited programs may elect to prohibit moonlighting by residents/fellows.

Internal Moonlighting

1. Internal moonlighting may be permitted for UVMHN - CVPH residents or fellows who are PGY-2 or higher. Internal moonlighting is strictly voluntary. All internal moonlighting activities must be reviewed and approved by the GMEC prior to being instituted. Residents or fellows interested in participating in an internal moonlighting opportunity must
 - a. Be in good standing within their program, and
 - b. Obtain a written statement of permission from their program director. This statement must be kept in the resident or fellows' file.
2. After obtaining approval from the GMEC and prior to participating in internal moonlighting activities, residents or fellows must
 - a. Obtain a valid New York State Medical License; a temporary license does not suffice,

- b. Obtain a certificate of malpractice insurance.
3. The Health Care Service (HCS) Director for the Department of the Resident or Fellow must notify UVMHN-CVPH Payroll about supplemental pay for the resident's/fellow's internal moonlighting hours and the cost center funding this work time.
4. The services performed while internal moonlighting must be separately identified from those services required as part of their GME training program. The work performed cannot be part of the resident/fellow's required curriculum or counted towards required minimums. It does, however, count towards the ACGME's work hour requirements of total hours worked during the week.
5. The program director must monitor resident or fellow performance for any evidence of negative impact from participating in moonlighting activities. Moonlighting must not interfere with the ability of the resident or fellow to achieve the goals and objectives of the educational program. Adverse effects in resident or fellow performance will lead to withdrawal of permission.
6. Residents or fellows must log all time spent doing internal moonlighting activities in New Innovations as "internal moonlighting." Time spent completing internal moonlighting activities counts toward the total hours worked during the week. No other duty hours requirements apply.

Commented [LM1]: Hannah - can you please format the indentation to align with the other numbered elements? Thank you.

External Moonlighting

1. Externally moonlighting is voluntary, compensated, medically related work external to the education program that occurs at sites not under the governance of UVMHN-CVPH. External moonlighting is strictly voluntary. Residents or fellows interested in participating in external moonlighting activities must
 - a. Be in good standing within their program,
 - b. Obtain a written statement of permission from their program director. This statement must be kept in the resident or fellows' file.
2. It is the resident or fellow's responsibility to ensure proper licensing, work authorization, and malpractice coverage for external moonlighting activities. UVMHN - CVPH shall have no liability for the actions of residents engaged in external moonlighting. The Program Director shall not provide a written statement of permission until Resident or Fellow provides proof of malpractice insurance from the external moonlighting location.
3. The program director must monitor resident or fellow performance in the program for any evidence of negative impact from participating in external moonlighting activities. Moonlighting must not interfere with the ability of the resident or fellow to achieve the goals and objectives of the educational program. Adverse effects in resident or fellow performance will lead to withdrawal of permission.
4. All external moonlighting hours must be logged in the residency management system as time spent in "external moonlighting." Time spent completing external moonlighting activities counts towards the total hours worked during the week.

No other duty hours requirements apply.

III. REFERENCES

Accreditation Council for Graduate Medical Education, Institutional Requirements

IV. DISTRIBUTION

This policy will be available in Policy Manager for all employees on an as needed basis.

All recipients of this policy must acknowledge their receipt and understanding of the policy by referring to any questions or problems with the policy within ten (10) days of the issue date to their immediate supervisor. If no questions or problems are stated, it will be assumed that the policy has been read and understood.

All questions regarding this policy or its implementation may be referred to your immediate administrative supervisor.