

**INOVA FAIRFAX MEDICAL CAMPUS
GRADUATE MEDICAL EDUCATION POLICY**

Institutional Policy on Moonlighting

I. Purpose

To establish guidelines regarding moonlighting activities, whether it be internal or external, for all House Staff.

II. Scope

This policy will apply to all ACGME-accredited and CPME approved training programs at Inova Fairfax Medical Campus.

III. Definitions

“House Staff/House Officer” refers to interns, residents and fellows enrolled in graduate medical education training programs.

IV. Responsibilities/Requirements

House Staff must not be required to engage in moonlighting activities. Moonlighting is expressly prohibited during the PGY-1 year and may be prohibited for holders of certain visas (see below). Each department must have a written document outlining moonlighting activities. Individual programs may prohibit moonlighting by house staff. Thereafter, house staff may moonlight upon the following conditions:

- A. Permission to moonlight is granted prospectively, in writing by the Program Director, and the written permission is placed in the resident’s file and is consistent with ACGME and CPME guidelines and GMCEC policy. House Staff who fail to obtain prospective written permission from their program director, may be subject to disciplinary action.
- B. Moonlighting must not interfere with the house officer’s performance or ability to achieve the goals and objectives for the educational program, and must not interfere with the house officer’s fitness for work nor compromise patient safety.
- C. Any moonlighting, either Internal or External, must be counted towards the 80-hour Maximum Weekly Hour Limit and must not interfere with any duty hour regulations as set forth by the ACGME Common Program Requirements and as outlined in the Institutional Duty Hours policy.
- D. The contract (“Resident/Fellow agreement”) provides professional liability insurance solely for resident related activities. For any and all activities outside of the scope of the training program, it is the house officer’s responsibility to ensure adequate professional liability insurance coverage.

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- E. The house officer must obtain a full unrestricted medical license in the state in which he/she is moonlighting.
- F. Moonlighting must be monitored by the Program Director to ensure that there is no adverse effect on house staff performance. Adverse effects may lead to withdrawal of permission to moonlight.
- G. Any house officer holding an H-1B or J-1 visa, in accordance with INS regulations and ECFMG sponsorship, is not permitted to accept work or receive income in any capacity other than that of a house officer physician in the specific residency or fellowship identified on the DS2019 issued by the ECFMG or the Labor Conditions Application approved by the INS.