Moonlighting in an optional activity during residency. Residents are specifically not required to moonlight. The following requirements apply to both internal (within Nebraska Medicine) and external (outside of Nebraska Medicine) sites.

1. All residents must complete a Moonlighting Request form and obtain approval and signature by their Program Director. Each request expires on June 30th unless terminated by the program director on an earlier date. The program director has the discretion to deny or terminate moonlighting activities for any reason. Residents must submit new moonlighting request forms for each academic year.

2. All residents are required to have a permanent license when participating in moonlighting activities.

   In order to obtain a Nebraska permanent license, a resident must meet the following requirements:
   
   - Completed one year of graduate medical education (foreign medical graduates are required to complete two years of graduate medical education).
   
   - Passed all steps of a licensing examination (e.g. USMLE, COMLEX).

   More information, including a link to the application, can be found:
   [http://dhhs.ne.gov/publichealth/Pages/crl_medical_medsur_physur_appproc.aspx](http://dhhs.ne.gov/publichealth/Pages/crl_medical_medsur_physur_appproc.aspx)

3. All residents must have a non-restricted DEA for external moonlighting activities.

4. Residents must log all moonlighting activities in their duty hours on New Innovations. Moonlighting activities cannot create a duty hour violation, and residents are not permitted to request changes to their residency duties in order to accommodate moonlighting activities.

5. Residents must also comply with the minimum requirements of the Graduate Medical Education Moonlighting Policy (included with this policy).

Internal Medicine Moonlighting Guidelines:

- Hospitalist (formerly Loomis) & CCM: Must have permanent license, can use institutional DEA, must complete moonlighting form

- Swing Resident Moonlighter (aka Cap Call): Can use TEP, can use institutional DEA, must complete moonlighting form

- Opportunities outside of Nebraska Medicine: Must have permanent license, must have permanent/unrestricted DEA, must complete moonlighting form

- Moonlighting forms are important for a few reasons:

  1. Program directors sign off on them or they have the right to not allow the moonlighting

  2. They ensure you are covered by malpractice insurance while you are moonlighting

- Don’t forget hours spent moonlighting must be logged as duty hours in New Innovations. Failure to log could result in removal of moonlighting privileges.
I. PURPOSE

The purpose of this policy is to establish responsibilities, requirements, and procedures to ensure the appropriate selection of residents and fellows (hereafter referred to as ‘residents’), monitoring of, and participation in professional activities that are not a part of the sponsored Graduate Medical Education (GME) program or ‘moonlighting’.

II. SCOPE

The policy applies to all UNMC residents appointed to GME programs sponsored by the University of Nebraska Medical Center (UNMC); including The Nebraska Medical Center, Omaha Veterans Administration Medical Center, Omaha Children’s Medical Center, and other clinical sites where UNMC residents are engaged in patient care. The policy applies to residents and fellows appointed to programs approved by the Accreditation Council for Graduate Medical Education (ACGME), American Board of Medical Specialties (ABMS), and the Commission on Dental Accreditation (CODA).

All UNMC GME programs must adhere to the minimum standards put forth in this policy. Programs may supplement this policy with program-level moonlighting policies and may prohibit this activity. In addition, programs must adhere to other transitions of care requirements of other entities if these policies exceed the standards put forth in this policy. Other resident moonlighting policies may include, but are not limited to:

1. Medical staff policy for the institution
2. Standards required by TJC, CMS, or other regulatory/accrediting bodies
3. Individual ACGME program requirements.

III. BACKGROUND

Professional activities that are not a part of the sponsored GME program are referred to as ‘moonlighting’. Residents are not required to participate in moonlighting and GME programs are generally considered a time-intensive activity requiring the full engagement of the participants. However, GME leadership fully recognizes the potential benefits of moonlighting when appropriate selection processes and oversight mechanisms are assured.

Moonlighting must not adversely impact the resident’s ability to engage fully in their clinical, scholarly or professional duties in their program. Additionally moonlighting should not impact their needed time to rest, reflect, and maintain a healthy lifestyle.
IV. DEFINITIONS

a. ‘Resident’: all physicians, both residents and fellows, participating in accredited graduate medical education programs sponsored by UNMC.
b. ‘Approved GME Program’: Any residency or fellowship programs approved by the ACGME, American Board of Medical Specialties (ABMS), or the Commission on Dental Accreditation (CODA).
c. ‘Internal moonlighting’: Any moonlighting that occurs within Nebraska Medicine-UNMC hospitals
d. ‘External moonlighting’: Any moonlighting that occurs outside of Nebraska Medicine-UNMC

V. POLICY

1. No resident may participate in moonlighting without the written approval of both the program director of the resident’s approved GME program. This approval must occur prior to engaging in any moonlighting activity. The program director may deny or terminate any moonlighting activity for any reason, including duty hour compliance, academic performance, or clinical performance.
2. No resident is required to participate in moonlighting.
3. Internal Moonlighting
   a. Internal moonlighting by residents is permitted in inpatient units, outpatient clinics, and emergency departments that do not serve as clinical education sites for the resident’s approved GME program (i.e. non-resident services).
   b. Professional fee billing for services performed by residents is not permitted on inpatient units.
   c. Specifically, the clinical service must comply with all CMS billing regulations; specifically, 42 CFR 415.208 - Services of moonlighting residents.
4. External Moonlighting
   a. External moonlighting is permitted in inpatient units, outpatient clinics, and emergency departments that do not serve as clinical education sites for the resident’s approved GME program (i.e. non-resident services).
5. Resident Requirements and Responsibilities
   a. Resident Academic Requirements: No residents in their first year of post-graduate education may participate in moonlighting (i.e. interns; first year fellows may participate). The resident’s must achieve the appropriate milestones for their program as determined by the program director.
   b. Visa Requirements: Residents with visas sponsored by the Educational Commission of Foreign Medical Graduates (ECFMG) or UNMC are subject to the following limitations:
      i. J-1: J-1 visa holders sponsored by the ECFMG may only receive compensation for activities within the designated GME program; therefore, any other compensated activities are not permitted.
      ii. H-1B: H-1B visas sponsored by UNMC are specific to position and employer; moonlighting is not permitted on the H-1B issued for the GME program. To engage in moonlighting activities, the institution where the activity would occur must submit a separate petition to the Department of Labor.
   c. Duty Hours Requirements: Moonlighting hours are included in duty hours totals and the resident is required to report all moonlighting hours in New Innovations. Residents must
continue to comply with institutional and program duty hour policies while engaged in moonlighting.

d. **Professional Liability Coverage:** UNMC provides professional liability coverage for residents engaged in moonlighting activities.

e. **Medical Licensure:** The resident must have a full license to practice medicine in the state where the moonlighting will occur. A limited license, such as a Temporary Educational Permit (TEP) does not allow a resident to engage in any form of activity outside of the GME program. It is the responsibility of the resident to ensure appropriate licensing for the proposed moonlighting activity.

f. **Drug Enforcement Administration (DEA) Licensure:** The resident’s fee-exempt, DEA license is restricted to activities performed within the UNMC sponsored GME program. The resident must obtain a non-restricted DEA license for any moonlighting activities. It is the responsibility of the resident to ensure appropriate DEA licensing for the proposed moonlighting activity.

6. **Program Director Responsibilities:**
   
a. **Program Policy:** Program directors are responsible for developing and implementing a program-specific moonlighting policy that is consistent with both the program requirements from their RRC and the UNMC GME moonlighting policy.

b. **Approval of Moonlighting Requests:** PDs must review and approve individual moonlighting requests from residents.

c. **Communication with GME Office:** PDs must forwarding approved moonlighting requests to the GME Office.

d. **Monitoring of Moonlighting:** PDs must ensure that moonlighting activities do not interfere with the resident’s ability to successfully achieve program-specific milestones and other educational goals and objectives and safely perform assigned clinical and non-clinical duties.

VI. **PROCEDURES**

1. **Resident Moonlighting Request Procedure**
   
a. Prior to engaging in any moonlighting activities, the resident must complete and submit a signed ‘Resident Moonlighting Request’ form to the program director for review and approval.

b. The program director may approve or deny moonlighting by the resident and forwards all approvals to the GME Office.

c. The GME office will maintain records of all approved moonlighting activities for residents.

d. The PD communicates the final decision to the resident.

2. **Duration of Approval**
   
a. Resident moonlighting is approved for the dates specified on the approval form and may not exceed one year.

3. **Withdrawal of Approval**
   
a. The program director may withdraw moonlighting approval at any time if the resident is not in compliance with the requirements or if the moonlighting activity is interfering with the resident’s performance in the GME program.
Attachment A

University of Nebraska Medical Center
Graduate Medical Education
Resident/Fellow Request for Approval of Outside Employment (Moonlighting Activities)

Resident/Fellow name: _______________________________ Date: ______________________________

Residency/Fellowship program: ________________________ Department: ________________________

Post-Graduate Year (PGY): _____________

Description of activity: _________________________________________________________________

Institution name (where activity will occur): _______________ Location: __________________________

Medical Director Name:_______________________________ Title:_______________________________

Dates of activity: ___________ to ___________ GME program assigned service for these dates:__________
Estimated hours per week: ____________________________ Maximum shift length: ________________

Amount of time off (hours) between end of activity and beginning of program duty: ________________

Will professional fees be billed for this activity: YES  NO

I am fully licensed to practice in the state listed for location of institution where activity will occur: YES  NO
DEA License #: ________________________________

Program Director: Approve  Deny
Signature:______________________________ Date: ________________________________