

MOONLIGHTING POLICY

A. Principles

Physicians have a professional responsibility to appear for duty appropriately rested and fit to provide the services required by their patients.

Moonlighting must not interfere with the ability of the resident/fellow to achieve the goals and objectives of the educational program.

Moonlighting is a privilege.

B. Application

This policy applies to all residents/fellows in all UND sponsored residency/fellowship programs.

C. Definitions

Moonlighting is voluntary, usually compensated, medically-related work (not related to training requirements). Internal moonlighting is moonlighting performed within the institution in which the resident/fellow is in training or at any of its related participating sites. External moonlighting is moonlighting performed outside the institution in which the resident/fellow is in training or at any of its related participating sites.

D. Policy

1. PGY-1 residents are not permitted to moonlight.
2. PGY-2 and above residents/fellows who wish to moonlight must request permission from the program director. The request must be submitted at least one work day in advance of the proposed moonlighting assignment.
3. The privilege of moonlighting is granted at the discretion of the program director.
4. Residents/fellows must have written approval from their program director in order to moonlight.
5. Moonlighting must not conflict with scheduled duty hours in the residency/fellowship program.
6. Time spent by residents/fellows in internal or external moonlighting must be documented in the resident's/fellow's duty hours log and will be counted toward the 80-hour maximum weekly hours limit.
7. A regular review by the program director of the privilege of moonlighting will be allowed and the privilege can be revoked if either work hours become a problem or resident/fellow performance becomes a problem. Residents/fellows should clearly understand this prior to signing any contracts for moonlighting.
8. Failure to comply with this policy may result in disciplinary action, up to and including possible dismissal from the residency/fellowship program.

E. Informational

1. Residents/fellows must have a regular medical license in the state in which they will moonlight. A resident training license does not allow moonlighting.
2. Residents/fellows must obtain their own malpractice insurance or to be covered by

moonlighting employer. UND's malpractice does not cover moonlighting activities.

3. Employment in the United States is specifically dependent on visa requirements; residents/fellows are responsible for ensuring employment is authorized under their current visa.

Approved 6/13/06

Approved 12/8/15

Approved 5/11/21