

Augusta University
House Staff Policies and Procedures

Policy
HS 16.0 House Staff Moonlighting

Source
Graduate Medical Education Office

1.0 Purpose

To establish guidelines for program decisions concerning House Staff involvement in voluntary, compensated, medically-related work performed beyond a House Staff's clinical and educational work hours and in addition to the work required for successful completion of the Graduate Medical Education (GME) training program (i.e., moonlighting). This moonlighting may be external (i.e., outside the primary clinical site where the House Staff is training and any of its related participating sites) or internal (performed within the primary clinical site where the House Staff is training or at any of its related participating sites).

2.0 Procedure

- 2.1 House Staff at MCG may engage in moonlighting only with prior written permission from the Program Director, GME Manager, and the Senior Associate Dean of GME with a copy on file in the GME Office and the House Staff's Training file. The MCG GME Moonlighting Request Memo must be completed for this documentation. MCG GME via the Senior Associate Dean of GME or individual GME programs may prohibit moonlighting by their respective House Staff.

Note #1: PGY-1 residents are not permitted to moonlight.

Note #2: U.S. Code of Federal Regulations governing exchange visitor programs allows an exchange visitor who holds a J1 Visa to receive compensation only for activities that are part of the designated GME Training Program. An exchange visitor who engages in unauthorized employment is in violation of their program status and is subject to termination as a participant in an exchange visitor program. Therefore, moonlighting is strictly prohibited for J1 Visa holders. House Staff in H1-B status may not work for other employers or in positions other than those described in the H1-B petition without applying for additional H1-B sponsorship.

- 2.2 Moonlighting is voluntary. House Staff must not be required to engage in moonlighting under any circumstances. GME training encompasses a large amount of time and effort, and House Staff must evaluate their own wellness and work-life balance before engaging in moonlighting. Moonlighting must not interfere with the ability of the House Staff to achieve the goals and objectives of the educational program (i.e., the GME training program), and must not interfere with the House Staff's fitness for work nor compromise patient safety. These requirements must be ensured by the Program Director and the House Staff. GME training and patient safety take precedence over moonlighting. Therefore, programs must monitor the effect of moonlighting activities on House Staff performance in the program, and adverse effects may lead to the withdrawal of permission to moonlight.
- 2.3 Clinical and educational work hours must be limited to no more than 80 hours per week, averaged over a four-week period, inclusive of all required clinical and educational activities to include clinical work done from home and all moonlighting whether internal or external.
- 2.4 All House Staff engaged in moonlighting must be licensed for unsupervised medical practice in the State where the moonlighting occurs if the moonlighting is external or the moonlighting is internal to Wellstar MCG Health (WMCG) but unsupervised. Only fellows who meet WMCG credentialing criteria may engage in unsupervised moonlighting at WMCG; residents may not engage in unsupervised moonlighting at WMCG. It is the responsibility of the moonlighting House Staff and the institution hiring the House Staff for moonlighting to determine whether such licensure is in place, whether adequate liability coverage is provided, and whether the House Staff has appropriate training and skills to carry out assigned duties. Liability insurance provided as part of GME training does not cover the activities of House Staff while performing moonlighting external to WMCG.



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6/17/24
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Date

Effective Date:
7/05

Revision/Review Date:
12/05,10/07,12/09,10/10,2/11
1/13,10/14, 9/15, 1/16, 2/17, 5/19, 6/19, 7/22, 3/23, 6/24

Number:
HS 1.0

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