



GME Moonlighting Policy

All programs must have a program specific moonlighting policy. No resident/fellow is required to moonlight as part of their training program. Residents or fellows who seek and are granted written permission by their program director to “moonlight” in any capacity (i.e., internal or external moonlighting*) must satisfy the following GME requirements to moonlight:

- obtain prior written approval from their program director. The resident/fellow must be progressing satisfactory academically and clinically as determined by their program director and not on active remediation, suspension or probation.
- required to take, and **PASS**, either USMLE Step 3 or COMLEX Step 3 by the end of their second postgraduate year (PGY-2).
- must have a **VALID and unrestricted** West Virginia medical license by the appropriate board of medicine. Residents or fellows on an educational training permit may not participate in moonlighting.
- “moonlighting” hours must be reported and compliant with the 80-duty hour ACGME requirement .
- Additional liability (malpractice) coverage is **NOT** provided for external moonlighting.* The moonlighting resident/fellow is required to provide his/her own professional liability (malpractice) coverage for activities outside the residency/fellowship training program (i.e. external moonlighting).
- Residents and fellows on a J1 Visa cannot moonlight as per ECFMG training requirements and the conditions of the visa.

* External moonlighting is defined as any moonlighting that occurs outside of Ruby Memorial Hospital (i.e. any other institution, affiliate, or offsite location outside of the main teaching campus).

Internal moonlighting is defined as occurring within the confines of the main teaching campus (i.e. Ruby Memorial Hospital) and is related to the residency/fellowship program. Typically, internal moonlighting occurs when a resident/fellow takes on extra responsibilities or hours and is compensated directly through the department. Professional liability (malpractice) insurance only applies when the request is from the department and payment is through normal payroll channels. An individual cannot pay the resident/fellow.

Institutional requirements: IV.J.1.

IV.J.1. Moonlighting: The Sponsoring Institution must maintain a policy on moonlighting that includes the following: IV.J.1.a) residents/fellows must not be required to engage in moonlighting; (Core) IV.J.1.b) residents/fellows must have written permission from their program director to moonlight; (Core) IV.J.1.c) an ACGME-accredited program will monitor the effect of moonlighting activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight; and, (Core) IV.J.1.d) the Sponsoring Institution or individual ACGME-accredited programs may prohibit moonlighting by residents/fellows. (Core)

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