

Augusta University  
House Staff Policies and Procedures

Policy  
HS 16.0 House Staff Moonlighting

Source  
Graduate Medical Education Office

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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 additional 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 site where the House Staff is in training and any of its related participating sites) or internal (performed within the site where the House Staff is in training or at any of its related participating sites).


2.0 Procedure


- 2.1 House Staff at Augusta University may engage in moonlighting only with prior written consent from the Program Director and the Senior Associate Dean for GME with a copy on file in the GME Office and the House Staff's Training file. The Moonlighting Memo must be completed for this documentation.

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 H1B status may not work for other employers or in positions other than those described in the H1B petition without applying for additional H1B sponsorship.

- 2.2 Moonlighting is voluntary. House Staff must not be required to engage in moonlighting. 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.
- 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 in-house clinical and educational activities, 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 AUMC but unsupervised. 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, 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 a House Staff while they are performing moonlighting external to AUMC.

  
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3/6/23  
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