



## Department of Medicine Internal Medicine Residency Program

### MOONLIGHTING

The Internal Medicine Residency Program adheres to the following policy set forth in the Graduate Medical Education Resident Handbook:

#### **Moonlighting Policy**

Moonlighting (IR.IV.K.1) **Purpose:** To define the process to allow moonlighting by Residents who are enrolled in MUSC-Charleston programs. Policy Residency training is a full-time educational experience. Extramural paid activities (moonlighting) must not interfere with the Resident's educational performance; nor must those activities interfere with the Resident's opportunities for rest, relaxation, and independent study. As a result, Residents are not required to engage in moonlighting activities as a condition for appointment to an MUSC residency program.

**Definition of Moonlighting** Moonlighting is defined as any activity, outside the requirements of the residency program, in which an individual performs additional duties eligible for direct financial remuneration. This includes, but is not limited to clinical, educational, administrative, or research activities. This activity must be outside the scope of practice or additional "shifts" taken outside that required for the training program.

**Who may not Moonlight:** • PGY-1 Residents • Residents under J-1 or H1-B sponsorship by the condition of their visas • Residents on a Performance Improvement Plan (PIP) • Residents of a Program that does not allow moonlighting

**Moonlighting Activities MUST NOT:** • Create a conflict of interest for MUSC, the residency program, or the Resident • Adversely impact the professional reputation of the Resident and/or MUSC • Result in impaired efficiency, absenteeism or tardiness for patient care or educational activities of the residency program • Violate the rules and regulations of any federal (e.g., CMS) or state agency, or patient care regulations (e.g., HIPAA) or accrediting (e.g., Joint Commission) organizations and/or the facility's credentialing policies and procedures

**Policy Violation:** • Programs will assure Resident compliance with approval, reporting and monitoring of the moonlighting process. • The Resident's performance in the program will be monitored for any adverse effects from moonlighting. In such instances, the Program Director may withdraw permission to moonlight. • Residents who do not abide by the policy and procedures, including failure to report moonlighting hours may be subject to disciplinary action up to and including dismissal.

#### **MUSC GME Moonlighting Procedure**

##### **Procedure:**

1. The Resident must initiate the request through MedHub with the Moonlighting Request Form
2. Upload the Moonlighting Procedure with type of Moonlighting checked, name of Activity Director, and attestation box checked.
3. Upload your Full & Unrestricted Medical License (permanent license), malpractice for the site, and a fee-paid DEA registration, if applicable (see below).
4. Mandatory signatures required and routed by MedHub: Program Director and DIO

5. The request form must be renewed every academic year
6. A separate MedHub request form and attested/completed Moonlighting policy is required for each activity for each Resident.
7. Once fully approved (and not before), the Resident may proceed with the activity. There are no retroactive approvals.
8. After the moonlighting activity (internal or external), all time spent must be logged into MedHub as Moonlighting and counted as part of the 80-hour work week.

### **License and Insurance Requirements of Moonlighting**

#### **Internal Moonlighting: Location within MUSC or MUHA facilities**

##### **Activity as a Resident, supervised by a licensed Faculty member with no independent billing**

- No additional licensing or insurance coverage is required o Per the Risk Management Department, if a Resident moonlights at an MUSC/MUHA facility, supplemental liability insurance is not required. The Resident will be covered under a liability insurance policy with the SC Insurance Reserve Fund (SCIRF). Any questions regarding professional liability coverage must be directed to University Risk Management (843) 792- 3883.

##### **Activity as a fully licensed provider with insurance billing for services rendered**

Additional documents required and obtained by the Resident at the Resident's expense:

Full, unrestricted South Carolina medical license

Independent moonlighting on a limited (training) license is prohibited by the South Carolina Board of Medical Examiners. It is the responsibility of the Resident to obtain a permanent South Carolina medical license.

Liability (malpractice) insurance coverage

It is the responsibility of the Resident to obtain and provide professional liability insurance (malpractice) coverage with MUSC at the level of a fully licensed provider

##### **External Moonlighting: Location outside MUSC or MUHA facilities**

Additional documents required and obtained by the Resident at the Resident's expense:

Full, unrestricted South Carolina medical license

Independent moonlighting on a limited (training) license is prohibited by the South Carolina Board of Medical Examiners. It is the responsibility of the Resident to obtain a permanent South Carolina medical license.

Liability (malpractice) insurance coverage

It is the responsibility of the Resident to obtain and provide professional liability insurance (malpractice) coverage for all moonlighting outside of MUSC and its affiliates. MUSC-Charleston bears no legal or professional responsibility for a Resident while s/he is moonlighting at an outside facility (i.e., non-MUSC). Residents who are approved to moonlight outside of SC must abide by all licensing requirements established by that particular state licensing board and the facility. To Request Approval for a Moonlighting Activity, log in to MedHub and submit the MUSC Moonlighting Request Form.

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