



Stony Brook Medicine Graduate Medical Education

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Graduate Medical Education	Next Review Date: 07/26/2025
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Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

Stony Brook Medicine has established an institutional policy regarding additional employment (i.e. "moonlighting") for all sponsored graduate medical education (GME) training programs.

Definitions:

Moonlighting – voluntary, compensated, or non-compensated medically-related work performed beyond a resident's or fellow's clinical experience and education hours and additional to the work required for successful completion of the program.

External moonlighting – voluntary, compensated, or non-compensated medically related work performed outside the site where the resident or fellow is in training and any of its related participating sites.

Internal moonlighting – voluntary, compensated, or non-compensated medically-related work performed within the site where the resident or fellow is in training or at any of its related participating sites.

Procedures:

Residents in Stony Brook Medicine core residency programs are prohibited from moonlighting.

Fellows may moonlight only under strict guidelines with permission of the Program Director. The program director must complete the appropriate form with information such as the location and nature of the proposed moonlighting activity and the number of hours the fellow will work. The Program Director must submit this information, in writing, to the GMEC for approval. Fellows are not permitted to moonlight as physicians practicing the same specialty in which they are training. It is the responsibility of the fellow to ensure they maintain necessary licensure, certification, and malpractice coverage for moonlighting activities; these activities are not covered under the policy which provides insurance for their activities in the training program.

Moonlighting must not interfere with the ability of the fellow to achieve the goals and objectives of the educational program and must not interfere with the fellow's fitness for work nor compromise patient safety. The Program Director has the responsibility for monitoring duty hours adherence, and fellows' meeting of educational expectations of the program and fitness for duty. If the Program Director concludes that any of these are impacted negatively by the moonlighting activity, the Program Director should stop the moonlighting activity.

Time spent by fellows in both internal and external moonlighting must be counted towards the 80 hour limit. These hours must be entered in New Innovations by the fellow and tracked by the Program Director. Failure to do so will lead to revocation of the permission to moonlight.

PGY-1 residents are never permitted to moonlight.

All clinical activities sponsored by the institution at which the resident trains are either part of the required educational program or "in-house moonlighting". If volunteer activities are done in lieu of other, regular program activities, they should be considered an elective. In that case, they are subject to all standards governing clinical activities that are part of the program. If these volunteer activities are performed in addition to the hours in the program, they should be considered "in-house moonlighting", despite the fact that compensation is not received.

Each residency program must maintain and monitor the resident work hours as outlined in the "Clinical Experience and Education" Policy. Each residency program must have a policy on moonlighting or include the information in

their program specific clinical and educational work hour policy. The policy should include if the program allows moonlighting, under what circumstances it is allowed, the procedure for approval, and how it is monitored.

Forms: (Ctrl-Click form name to view)

[Internal Moonlighting Checklist](#)

[External Moonlighting Checklist](#)

Policy Cross Reference: (Ctrl-Click policy name to view)

None

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None