**ACMC Emergency Medicine Residency External Moonlighting Policy**

The ACMC Emergency Medicine Residency Program is neutral on resident moonlighting. We neither encourage/require nor discourage/prohibit moonlighting.

**Definitions**

**Moonlighting:** Voluntary, compensated, physician work (not required for successful completion of EM residency training) performed within or outside the institution in which the resident is in training.

**Policy**

 Moonlighting by PGY3 residents is permitted under the following guidelines:

1. Moonlighting must not interfere with the resident’s job performance or academic progress through the EM milestones . Moonlighting must not interfere with the ability of the resident to achieve the goals and objectives of the educational program.
2. The resident must have a permanent medical license and be granted moonlighting privileges by the program director based on the resident’s progress through the EM milestones. (See Criteria below)
3. Resident moonlighting activities are monitored by the program director. The resident must notify the Program Director where/what type of setting she/he is moonlighting, and regularly update the program director on how many hours she/he is moonlighting.
4. Maximum amount of moonlighting is 48 hours per (4-week) rotation. Moonlighting hours must be considered as part of work duty rules.

Time spent by residents in Internal and External Moonlighting must be counted towards the 60-hour Maximum weekly clinical limit in the ED.

1. EM-1 residents may not moonlight based on ACGME regulations and Illinois statutes.
2. EM-2 residents may not moonlight based on Illinois statutes and the requirements set forth in this policy.
3. The program director reserves the right to prohibit/limit/restrict any resident's moonlighting activity based on academic concerns, wellness concerns, or concerns about the setting in which the resident intends to moonlight.
4. Prior written permission by the Program Director is necessary for moonlighting, and this written permission must be kept in the Resident portfolio, according with the Advocate moonlighting policy.

**Criteria for Resident Moonlighting Activity**

The minimum criteria that would allow an EM3 resident to moonlight would be a permanent medical license, successful completion of EM2 year, an average milestone score of 3.3, satisfactory demonstration of medical knowledge as assessed by testing and direct observation by faculty, a resident project that is close to completion, and consensus approval by the Clinical Competency Committee.

All resident moonlighting activities are monitored by the program director. The program director reserves the right to not allow any resident to moonlight even if the resident meets all the minimum criteria listed above. The program director may limit or prohibit a resident’s moonlighting based on any concern about the resident’s professional or personal development.

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