



SAN MATEO COUNTY HEALTH

BEHAVIORAL HEALTH & RECOVERY SERVICES

Policy Number:	25-08
Policy Name:	Graduate Medical Education: Policy on Resident and Fellow Moonlighting Activities
Authority:	ACGME Institutional Requirements effective September 3, 2025, section 4.11.a.
Original Policy Date:	December 3, 2025 Effective Date: 12/12/25
Policy Last Revised:	N/A
Supersedes:	24-01
Attachments:	N/A

PURPOSE

Psychological, emotional, and physical well-being are critical in the development of competent, caring, and resilient physicians. Behavioral Health and Recovery Services, San Mateo County (BHRS-SMC), and the Accreditation Council for Graduate Medical Education (ACGME) are committed to the overall well-being of all residents and fellows and have the responsibility to address policies related to work outside of BHRS-SMC in addition to other aspects of resident/fellow competence.

DEFINITIONS

Moonlighting as defined by ACGME is voluntary, compensated, medically related work performed beyond a resident's clinical experience and education hours and additional to the work required for successful completion of the program.

External moonlighting: Voluntary, compensated, medically related work performed outside the site of the resident's or fellow's program, including the primary clinical site and any participating sites.

Internal moonlighting: Voluntary, compensated, medically related work performed within the site of the resident's program, including the primary clinical site and any participating sites.

BACKGROUND

Behavioral Health and Recovery Services, San Mateo County (BHRS-SMC), as a Sponsoring Institution is responsible for ensuring that ACGME accredited programs maintain policies that ensure that the trainees' training is not adversely impacted by any additional employment (moonlighting) beyond their employment as a psychiatric trainee.



POLICY

BHRS-SMC, has established this policy and procedures to ensure compliance with the ACGME Institutional and Common Program Requirements regarding Moonlighting.

PURPOSE

The purpose of this policy is to recognize the unique training needs of Psychiatric Residents and Fellows and to ensure that moonlighting does not interfere with the ability of the resident/fellow to achieve the goals and objectives of the educational program and must not interfere with the resident/fellow's fitness for duty or compromise patient safety.

POLICY

- A. BHRS-SMC as the Sponsoring Institution or individual ACGME-accredited programs may prohibit moonlighting by residents/fellows.
- B. Resident/fellows must not be required to engage in moonlighting as a criterion for graduation.
- C. In order to moonlight, resident/fellows must have written permission from their program director prior to starting.
- D. Each program is required to monitor the effect of moonlighting activities on a trainee's performance in that program.
 1. Adverse effects may lead to withdrawal of permission to moonlight.
 2. Program directors must report incidents when moonlighting adversely affected trainee performance to the GMEC. The GMEC may investigate programs that have repeated adverse effects on performance.
- E. PGY1s are not permitted to engage in outside employment or moonlighting.
- F. All other trainees who desire to pursue moonlighting may do so in accordance with this policy and other applicable outside work and moonlighting policies.
- G. Moonlighting or any outside employment is prohibited during regularly scheduled trainee employment hours.
- H. Trainees are not permitted to incorporate any duties undertaken as moonlighters towards their ACGME required hours or caseloads. The ACGME is an independent organization that sets and monitors professional educational standard in preparing physicians for independent practice.



SIGNATURES

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REVISION HISTORY

Date of Revision	Type of Revision	Revision Description