

Mass General Brigham

Graduate Medical Education Trainee Moonlighting Policy FAQs

Question: What constitutes “clinical” moonlighting for which a license and malpractice insurance is required?

Answer: Many types of moonlighting might be clinically related. However, a license is generally not required for activities that do not involve providing care to patients. Where there may be uncertainty, a trainee should seek advice from the Program Director and/or the prospective employer.

Examples:

- *Does not* require a license or malpractice insurance: Abstracting clinical information from medical records for a study; teaching others how to use Epic; or teaching clinical medicine in a board review course.
- *Does* require a license and malpractice insurance: Teaching physical exam skills to medical students via demonstration on patients assigned to the students; being available for a potential emergency (e.g. contrast reaction) without assigned “routine” clinical duties; supervising more junior trainees while they provide care.

Question: Do off-site clinical assignments represent moonlighting based on their remote location?

Answer: The location of an activity does not determine whether it is moonlighting. Training program responsibilities may involve sites at affiliated institutions or practices.

Question: What is decided at the program vs. system/external level?

Answer:

<i>Decided by PROGRAM</i>	<i>Always applies</i> (Governed by policy or external regulations)
Whether any moonlighting is allowed.	Moonlighting hours, added to program duty hours, must not cause a trainee to exceed duty hours limits.
Whether there are specific restrictions on moonlighting, such as (for example): allowed only during certain program years or rotations; only non-clinical moonlighting is allowed; or only moonlighting within institutions affiliated with the program).	Visa-related restrictions on moonlighting
Whether trainees must notify Program Director and/or get Program Director permission for non-clinical moonlighting. (Program Directors can opt out of these policy provisions.)	Requirements for a full medical license (when applicable, based on type of moonlighting activity).