



Participation in graduate medical education is considered a full-time commitment. Thus, in general, "moonlighting" is discouraged. Moonlighting will be prohibited when it is found to interfere with resident well-being, the performance of resident educational and clinical responsibilities and resident educational progress. Moonlighting is not a requirement of residency training. Should a resident decide to moonlight outside the THMEP educational program, the following policies apply:

- Permission must be obtained in writing for the specific activity from the residency Program Director. The Program Director has the prerogative to deny or revoke the privilege to moonlight.
- PGY – 1 Residents are not permitted to moonlight.
- The number of hours spent on moonlighting activities must be reported monthly to the Program Director.
- The total number of hours permitted for both the residency and moonlighting combined may not exceed 80 hours per week averaged over a four week period.
- Residents may not moonlight during regular duty hours or while on call.
- THMEP will not provide medical liability insurance for any moonlighting activities.
- Residents must have an unrestricted Arizona medical license to participate in moonlighting.
- Moonlighting will only be considered for residents at the expected level on competency based on their evaluations and attainment of Milestones.
- Moonlighting must not compromise patient safety or interfere with a resident's fitness for work.
- Residents who are unable to balance moonlighting and residency requirements will not be permitted to moonlight. This decision will be based on observation of resident performance and apparent emotional and physical fitness for duty.