

**ATRIUM HEALTH CABARRUS  
GRADUATE MEDICAL EDUCATION**

**MOONLIGHTING POLICY**

**Created: 1/2022**

**Reviewed:**

Moonlighting is defined as working for compensation in addition to regular duties as a resident/fellow while at Atrium Health Cabarrus. Moonlighting is allowed as an occasional necessity to supplement a resident's/fellow's Income. Moonlighting is not required. Moonlighting is a privilege that is allowed if the resident/fellow is meeting their core residency responsibilities and maintains the following criteria:

- The resident must have been advanced to their R-2 year
- The resident/fellow has satisfactorily completed all rotations (i.e. no failures)
- The resident/fellow is not on any type of probation (residents in remediation will be considered, but it is generally not recommended until they have successfully completed their remediation)
- The resident/fellow has shown regular attendance and participation at conferences
- The resident/fellow is not cited for delayed completion of charts in the hospital or clinic
- The resident/fellow regularly completes the duty hour logs
- Moonlighting hours cannot cause the resident to exceed the work hour limit and need to be included in duty hours

All moonlighting activities must be approved in writing by the Program Director.

Additional criteria may be determined by each program and must be approved by Program Director.

Moonlighting hours must be included in program's duty hour logs and must not create any violation if applicable.

The moonlighting resident may not represent to the patients, the public or others that he or she is moonlighting on behalf of Atrium Health or with its system's authority.

Violation of any of the above guidelines will result in disciplinary action and possible dismissal from Program.

**External Moonlighting** outside of an Atrium Health facility is allowed under the following circumstances:

The resident must have completed PGY-1, be in good academic standing, have a valid North Carolina medical license, have a valid DEA number (not the hospital's number), and have adequate professional liability coverage when practicing outside Atrium Health's facilities. Adequate professional liability insurance minimum of one million / three million must be separate from that provided by Atrium Health for his or her residency activities. There must be documented certification of coverage from the insurance carrier unless prior approval is obtained to be covered under the institution policy

*Erika Steinbacher*

3/3/2022 | 10:09:13 EST

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Erika Steinbacher, MD  
Designated Institutional Official  
Atrium Health Cabarrus

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Date

*Asha Rodriguez*

3/7/2022 | 09:43:54 EST

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Asha Rodriguez  
Facility Executive  
Atrium Health Cabarrus

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Date