

**LANCASTER GENERAL HOSPITAL  
ACGME POLICIES**

**In Reference to ACGME Institutional Requirements – Effective July 1, 2022**

*IV.K.1. Institutional GME Policies and Procedures: Moonlighting: The Sponsoring Institution must maintain a policy on moonlighting that includes the following:*

*IV.K.1.a) residents/fellows must not be required to engage in moonlighting; (Core)*

*IV.K.1.b) residents/fellows must have written permission from their program director to moonlight; (Core)*

*IV.K.1.c) an ACGME-accredited program will monitor the effect of moonlighting activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight; and, (Core)*

*IV.K.1.d) the Sponsoring Institution or individual ACGME-accredited programs may prohibit moonlighting by residents/fellows. (Core)*

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The Lancaster General Hospital Sponsoring Institution Moonlighting policy as it relates to Graduate Medical Education, mirrors the policy of the Family Medicine Residency and Geriatric Fellowship Moonlighting policy stating:

**MOONLIGHTING GUIDELINES**

The Program Director and residency faculty recognize the educational value of many moonlighting opportunities as well as the economic need, particularly to residents with high educational debt.

All moonlighting experiences must be approved by the Program Director or their designee. Moonlighting experiences may begin no earlier than 5:30 p.m. and conclude no later than 7:00 a.m. on weekdays and may occur at any time on weekends when not scheduled for residency shifts. Attendance at Family Medicine Morning Report is expected. No moonlighting experience should interfere with the resident's primary educational schedule, and this schedule cannot be modified for the purpose of moonlighting (i.e., residents must attend usual DFM and WLAFFHC hours, including sign-out rounds; residents must be present in specialists' offices until the end of usual office hours).

Residents are expected to limit their moonlighting activities so that they do not adversely affect one's performance as a resident physician. In addition, the Program Director and faculty encourage residents to develop a balanced, rich personal life (e.g., family, church, community, athletics, and recreational activity). Moonlighting, therefore, is limited to an average of one evening per week and one weekend per month. The resident's educational schedule and moonlighting is not to exceed a total of 80 hours/week, in order to be in compliance with ACGME duty hour regulations.

Residents must report all moonlighting shifts to the resident scheduler in advance, to confirm that there are no duty hour violations. If the moonlighting is done for an LGH entity, the hours

worked must be reported to the program timekeeper. Payment for LGH entities must be completed through the Kronos system, and charged to the hosting department.

Any resident who moonlights during normal residency hours or who permits moonlighting to adversely affect his residency performance will be subject to disciplinary action in accordance with the protocol outlined in the due process section of this manual. Since the success of these guidelines is dependent on each resident's personal honor, a violation of these guidelines can jeopardize this policy for the entire program.

Moonlighting opportunities exist for interested second- and third-year residents who have acquired an unrestricted license to practice in the State of Pennsylvania. The resident must be sure that he or she is covered by malpractice insurance and has a letter from LGH stating his/her malpractice insurance is in effect at the approved Moonlighting activity.