


<p><b>Title: Pharmacy Resident Duty Hours, On-call and Moonlighting</b></p> <p><b>Policy Number: D-PHA-0051</b></p> 	<p><b>Policy Chronicle:</b></p> <p>Effective Date: 08/23</p> <p>Date the Original Version of Policy was Effective: 08/23</p> <p>Most Recent Review: 08/23</p> <p>Owners:</p> <p>Gail Sanchez, PGY1 Residency Program Director and Sr. Clinical Pharmacist Specialist, Internal/Family Medicine</p> <p>Garrett Lech, PGY2 Residency Program Director and Supervisor, Pharmacotherapy Services</p> <p>Mary Regan, Associate Chief Pharmacy Officer, Inpatient Services</p> <p>Monica Akus, Associate Chief Pharmacy Officer, Pharmacotherapy Services</p>
<p><b>Areas of Operation:</b></p> <p>Inpatient Pharmacy Pharmacotherapy Services</p>	<p><b>Regulatory / Accreditation Standards:</b></p> <p><a href="#">American Society of Health-System Pharmacists (ASHP) Accreditation Standard for Post Graduate Residency Programs (2022)</a></p> <p><a href="#">ASHP's policy: Duty-Hour Requirements for Pharmacy Residencies (2023)</a></p>
<p><b>Keywords:</b> Duty Hours, On-call, Moonlighting, Pharmacy, Residency</p>	

**Purpose:**

To ensure a standard process for documenting and monitoring pharmacy resident duty hours in order to balance training, resident well-being, and patient safety.

**Scope:**

This policy applies to the CHA Pharmacy Residents.

**Personnel:**

The CHA Pharmacy Residents.

**Definitions:**

<b>Duty Hours</b>	All hours spent on required scheduled clinical and academic pharmacy residency activities, regardless of setting.
<b>On-Call</b>	A rotating responsibility that requires residents to be available by page and/or phone to serve as a drug information resource during off-hours as defined in the PGY1 Longitudinal On-Call Activity List and the PGY2 Longitudinal On-Call Activity List in <a href="#">PharmAcademic</a> .
<b>Moonlighting</b>	Any voluntary, compensated work performed outside the organization (external), or within the organization where the resident is in training (internal).
<b>Supervisor</b>	For the purposes of this policy, Residency Program Director (RPD) and Supervisor are interchangeable.

**Policy:****Duty Hours:**

1. The CHA Pharmacy Residency Programs adhere to [ASHP's policy: Duty-Hour Requirements for Pharmacy Residencies](#).
2. The resident will complete ASHP's Attestation of Duty Hours monthly in the [PharmAcademic System](#).
3. The resident will inform the RPD if documenting  $\geq 80$  duty hours/week.
4. The RPD will review the Attestation of Duty Hours monthly.
5. If a resident documents  $\geq 80$  duty hours/week, averaged over a four-week period, the RPD will develop a customized plan with the resident to reduce duty hours worked.
6. If signs of fatigue or negative impact on patient care are noted by the preceptor(s) and/or resident(s), it is the responsibility of either party to notify the RPD immediately. The RPD will implement a mitigation plan.
7. Scheduled work required of a resident during a state of emergency counts towards duty hours.

**On-Call:**

1. Residents are required to provide on-call (pager call) coverage.

2. Requirements and responsibilities of the on-call program are further detailed in the PGY1 Longitudinal On-Call Activity List and the PGY2 Longitudinal On-Call Activity List in [PharmAcademic](#).
3. Residents do not provide overnight in-house on-call duties.

**Moonlighting:**

1. Prior to engaging in internal or external moonlighting, the resident must request and be granted approval by the RPD.
2. All moonlighting will be counted toward the 80-hour weekly duty hour limit and must be documented on ASHP's Attestation of Duty Hours.
3. The amount of moonlighting allowed is 16 hours per month. Any request beyond this will be assessed on a case-by-case basis by the RPD.
4. Moonlighting is prohibited during scheduled resident rotation time including during the staffing requirement.
5. If the resident's moonlighting negatively affects their performance it will be immediately re-evaluated by the RPD and may result in reduction or elimination of moonlighting hours.

**Reference:**

- Standard Operating Procedure:
  - PGY1 Pharmacy Residency Program: Duty Hours (7/2017-6/2023)

**Reviewed by:**

<b>Committee Name / Content Expert</b>	<b>Chairperson / Name</b>	<b>Date</b>
Residency Advisory Committee	Gail Sanchez	9.1.23

**This policy has been reviewed and approved electronically by:**

<b>Approver</b>	<b>Title</b>	<b>Initials</b>	<b>Date</b>
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Cambridge Health Alliance

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