



Children's
of Alabama

Pharmacy Resident Duty Hours Policy

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Approvals

- Committee Approval: Rx Leadership P&P Committee approved on 9/26/2023
 - Signature: Ann H. Goolsby, Coord Policy and Procedure signed on 10/2/2023, 11:48:13 AM
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Revision Insight

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Pharmacy Resident Duty Hours Policy

I. Purpose

Children's of Alabama believes that residency training should be a full-time educational experience, providing residents with a sound training program that is planned, scheduled, and balanced with concerns for patient's safety and residents' well-being. Residents should not be diverted from the primary responsibilities of their educational activities and of the management of patients charged to their care by excessive service obligations.

II. Scope

Applies to pharmacy staff involved with the postgraduate year one pharmacy residency program

III. Policy

This policy establishes the requirements for duty hours performed by residents in the postgraduate year one pharmacy residency program. The ASHP [Duty Hour Requirements for Pharmacy Residencies](#) must be followed by the program and the residents to ensure optimal clinical experience and education for their program's residents. Tracking of compliance with duty hours is the responsibility of the Residency Program Director (RPD) and is required with frequency sufficient to ensure an appropriate balance between education and service.

IV. Procedure

1. DUTY HOURS

- a. Resident duty hours must be limited to 80 hours per week, averaged over a four-week period, inclusive of internal and external moonlighting.
- b. Residents must have a minimum of one day in seven free of duty (when averaged over four weeks). At-home call cannot be assigned on these free days.
- c. Residents must have at a minimum 8 hours between scheduled duty periods.
- d. Continuous duty periods of residents should not exceed 16 hours.

2. TRACKING OF COMPLIANCE WITH DUTY HOURS

- a. Residents must complete the Duty Hours Attestation Form in PharmAcademic™ on a monthly basis.
- b. Any instances of non-compliance with duty hour requirements reported will be sent to the RPD for review and co-signature. The RPD will assess these instances and take action as needed to avoid future instances of non-compliance.
- c. The RPD and pharmacy management must ensure that there is not excessive reliance on residents to fulfill service obligations that do not contribute to the educational value of the residency program or that may compromise their fitness for duty and endanger patient safety. However, as pharmacists, residents may be required to participate in departmental coverage in times of unusual circumstances/state of emergency situations (e.g., mass-casualty, downtime, natural disasters, pandemic) that go beyond designated duty hours for a limited time frame.

3. ON-CALL ACTIVITIES

- a. At home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.
- b. The frequency of at-home call must satisfy the requirement for one day in seven free of duty, when averaged over four weeks. No at-home call can occur on the day free of duty.
- c. If a resident is called into the hospital from at-home call, the time spent in the hospital must count towards the 80-hour maximum weekly hour limit.
- d. Only the time spent by the resident on on-call related work activities during their assigned on-call hours (taking calls, utilizing electronic health record related to at-home call) count towards the 80-hour maximum weekly hour limit

4. MONITORING OF ON-CALL ACTIVITIES

- a. The pharmacokinetics preceptor, RPD, or other designee will determine the level of supervision provided to residents during at-home call as appropriate for the stage of the residents' training, timing during the residency year, and their overall assessed progress and competence in call-related activities.
- b. The pharmacokinetics preceptor, RPD, or other designee will identify a backup system if the resident needs assistance to complete the responsibilities required of the on-call program.
- c. The pharmacokinetics preceptor, RPD, or other designee will evaluate the impact on residents of the at-home call program at least quarterly and at any time concerns arise to ensure there is not a negative effect on patient care or residents' learning due to sleep deprivation or serious fatigue.
- d. The pharmacokinetics preceptor, in conjunction with the RPD and the RAC, will develop a plan for how to proceed if residents' participation in the call program affects their performance during duty hours.

V. Definitions

Continuous Duty: Assigned duty periods without breaks for strategic napping or resting to reduce fatigue or sleep deprivation.

Duty hours: Duty hours are defined as all hours spent on scheduled clinical and academic activities, regardless of setting, related to the pharmacy residency program that are required to meet the educational goals and objectives of the program. This includes inpatient and outpatient care; staffing/service commitment; in-house call; administrative duties; work from home activities (work related to at-home-call program); and scheduled and assigned activities, such as conferences and committee meetings, which are required to meet the goals and objectives of the residency program. Duty hours excludes reading, studying, and academic preparation time (e.g. presentations, journal clubs, closing knowledge gaps); travel time (e.g., to and from work, conferences); and hours that are not scheduled by the RPD or a preceptor.

Moonlighting: Voluntary, compensated, pharmacy-related work performed outside the organization (external), or within the organization where the resident is in training (internal), or at any of its related participating sites. These are compensated hours beyond the resident's salary and are not part of the scheduled duty periods of the residency program.

RAC: Residency Advisory Committee

RPD: Residency Program Director

Strategic napping: Short sleep periods, taken as a component of fatigue management, which can mitigate the adverse effects of sleep loss.

VI. Processes

None listed.

VII. Reference/Regulations

Pharmacy Specific Duty Hours Requirements for the ASHP Accreditation Standards for Pharmacy Residencies;
www.ASHP.org

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Other Documents: (WHICH REFERENCE THIS DOCUMENT)			

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