



Children's
of Alabama

Pharmacy Resident Moonlighting Policy

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Approvals

- Committee Approval: Rx Leadership P&P Committee approved on 7/12/2022
 - Signature: Ann H. Goolsby, Policy & Procedure Coordinator signed on 7/12/2022, 1:08:39 PM
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Revision Insight

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Pharmacy Resident Moonlighting 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 engagement in moonlighting.

II. Scope

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

III. Policy

This policy establishes the requirements for moonlighting activities performed by residents in the postgraduate year one pharmacy residency program. Monitoring of moonlighting activities is the responsibility of the Residency Program Director (RPD).

IV. Procedure

1. MOONLIGHTING

- a. Moonlighting (internal or external) must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program, and must not interfere with the residents' fitness for work nor compromise patient safety. It is at the discretion of the RPD whether to permit or withdraw moonlighting privileges.
- b. External moonlighting is not permitted. Internal moonlighting may be allowed after licensure and as training, research, and patient care responsibilities permit, subject to resident duty hour requirements.
- c. Residents are required to receive permission from the RPD prior to any moonlighting activities. Moonlighting hours must be approved in person or via email.
- d. All moonlighting hours must be counted towards the clinical experience and educational work 80-hour maximum weekly hour limit averaged over a four-week period and included in the tracking of hours.
- e. The maximum moonlighting hours allowed is 16 hours per week and is limited to four shifts per month. In order to minimize disruption to learning experiences, weekday shifts may not commence before 2 PM.

2. MONITORING OF MOONLIGHTING HOURS

- a. Residents must report any instances of moonlighting on the Duty Hours Attestation Form in PharmAcademic™ on a monthly basis within 7 days of assignment.
- b. Any instances of non-compliance with duty hour requirements caused by moonlighting reported on this form 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 will assess the impact of moonlighting on residents' overall performance and ability to achieve the educational goals and objectives of the residency program at least quarterly and at any time concerns arise regarding a resident's judgment or ability to provide safe patient care.
- d. If at any time a resident's participation in moonlighting activities is deemed to have a negative impact on their performance during duty hours or their ability to achieve the goals and objectives of the residency program, the resident will be prohibited from moonlighting for a minimum of 4 weeks.
- e. In light of the serious implications of residents engaging in unauthorized/unreported moonlighting activities, noncompliance with this policy may result in penalties or severe disciplinary action, including dismissal from the residency training program. Specific penalties or disciplinary action will be determined on a case-by-case basis by the RPD in coordination with the RAC.

V. Definitions

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

Duty hours: Duty hours are defined as all 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.

VI. Processes

Not applicable.

VII. Reference/Regulations

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

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ATTACHMENTS: [Pharmacy Resident Annual Survey of Preceptor Development Needs](#)
[Pharmacy Resident Applicant Evaluation and Selection Procedures](#)
[Pharmacy Resident Applicant Pre-Interview Evaluation Tool](#)
[Pharmacy Resident Dismissal and Disciplinary Policy](#)
[Pharmacy Resident Duty Hours Policy](#)
[Pharmacy Resident Leave Policy](#)
[Pharmacy Resident Preceptor Academic and Professional Record](#)
[Pharmacy Resident Preceptor Annual Self-Assessment](#)
[Pharmacy Resident Preceptor Application](#)
[Pharmacy Resident Preceptor Development Plan](#)
[Pharmacy Resident Preceptor Requirements](#)
[Pharmacy Resident Program Completion Requirements](#)
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