



## Pharmacy Residency Programs

### **Policy: Duty Hours and Moonlighting**

**Purpose:** To provide guidance to ensure that residents of the Program are fit to provide services that promote patient safety.

#### **Policy:**

**Duty Hours:** As per CHOP's Graduate Medical Education (GME) office and American Society of Health-System Pharmacists (ASHP) policies ["Duty-Hour Requirements for Pharmacy Residencies", available at <https://www.ashp.org/-/media/assets/professional-development/residencies/docs/duty-hour-requirements.ashx?la=en&hash=5AB546BE4986F74D01BA73A8A89ADDB164AA7635>] the following shall be followed:

- A. Duty hours must be limited to 80 hours per week, averaged over a four-week period, inclusive of all scheduled in-house work activities *and* all moonlighting. Duty hours are defined as all scheduled clinical and academic activities related to the pharmacy residency program. This includes inpatient and outpatient care; in-house call and call-related activities outside the hospital; administrative duties; and scheduled and assigned activities, such as conferences, committee meetings, and health or recruitment fairs that are required to meet the goals and objectives of the residency program. Duty hours do not include: reading, studying, and academic preparation time for presentations and journal clubs; travel time to and from conferences; and hours that are not scheduled by the residency program director or a preceptor.
- B. Continuous duty periods of residents should not exceed 16 hours in-house.
- C. A minimum of one day in seven, duty free (averaged over a 4 week period), must be provided.
- D. A minimum of 8 hours in between scheduled duty periods, including any moonlighting activities (see below), must be maintained.
- E. Home On-Call (Administrator and/or Clinical)
  1. On-call activities facilitated from home must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.
  2. On-call hours completed at home are not included in the 80 hours a week duty-hour calculation, unless the resident is facilitating patient care or administrative work from home or called into the hospital. If a resident facilitates patient care or administrative activities from home or is called into the hospital, then that time spent will count towards the 80-hour maximum weekly hour limit.

**Moonlighting:** Resident moonlighting activities must not interfere with the ability of the resident to achieve the educational goals and objectives of the program. In order to ensure this, the following shall be followed:

- A. Moonlighting hours may only be accepted from CHOP.
- B. All moonlighting hours accepted must be counted towards the 80-hour maximum weekly hour limit (as outlined above per CHOP and ASHP policy).
- C. Should a resident of the Program choose to partake of any moonlighting activities, he/she must do the following:
  1. Accept no more than 10 hours of moonlighting activities in a 2 week period. Moonlighting hours MUST not interfere or overlap with hours required of the primary learning experience.
  2. Alert RPD of intent via email no less than 24 hours in advance of moonlighting activities.
  3. Document moonlighting hours accepted in online scheduling platform.
  4. Ensure that he/she will maintain and be able to adhere to the CHOP GME and ASHP duty hour standards:
    - a. Minimum of one day in seven, duty free (averaged over a 4 week period)
    - b. Maintain a minimum of 8 hours in between scheduled duty periods, following any moonlighting activities
- D. CHOP Pharmacy Residency Program preceptors, RPD, and other administrative staff will monitor the activity of any moonlighting residents to ensure that he/she is not experiencing any untoward effects of their well-being or education by participating in any moonlighting activities. Any noted concerns will be shared directly with the RPD, Clinical Manager, Pharmacy Supervisor for MORP and the resident. Based on the nature of the reported concerns it will be decided, on a case by case basis, if the resident will be permitted to continue to participate in any moonlighting activities.

The resident will be required to complete a PharmAcademic based questionnaire reporting their compliance with duty hour and moonlighting policies and impact of workload. The RPD of the Program will evaluate this PharmAcademic questionnaire to assess the resident's compliance with duty hour and moonlighting policies and impact of workload as a means to ensure that there is not a negative effect on patient care or resident learning secondary to fatigue. Concerns identified from this process will be actively discussed with the resident to obtain additional information and the issue escalated to appropriate parties for intervention depending on the nature of the concern (e.g. Pharmacy Administration for service commitment issues, the RAC and/or resident mentor for behavior or performance improvement changes, EAP for mental health concerns / follow-up).