

RIVERSIDE UNIVERSITY HEALTH SYSTEM

Pharmacy Department

		Document No: E515	Page 1 of 2
Title: Moonlighting and Work Outside of the Pharmacy Residency Program	Effective Date: July 2016	<input type="checkbox"/> Hospital-Wide <input checked="" type="checkbox"/> Departmental	
Approved By: Greg Prouty Pharmacy Director		<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure <input type="checkbox"/> Guideline	

1. DEFINITIONS

- 1.1 Moonlighting. Voluntary, compensated, pharmacy-related work performed outside the residency program. These are compensated hours beyond the resident's salary and are not part of the scheduled required duty/learning periods of the residency program.
- 1.2 RPD. Residency Program Director – The pharmacist responsible for direction, conduct, and oversight of the residency program.
- 1.3 RAC. Residency Advisory Committee, chaired by the RPD, is comprised of department leadership and residency preceptors. Members of the committee have an integral role in the development and evaluation of programming for postgraduate trainees. The RAC will evaluate the performance of residents, provide feedback, clinical expertise, and independent/unbiased review of the residency program. Committee participation is required for all residents.
- 1.4 ASHP. American Society of Health-System Pharmacists – A national professional organization responsible for the development of official professional policies in order to establish best practices and provide guidance to ASHP members and other audiences impacted by health-system pharmacy practice. ASHP residency accreditation is an important driver for excellence, serving as a bridge between education and practice. ASHP is the only programmatic accreditor in the United States for pharmacy residency programs.

2. POLICY

- 2.1 General Requirement
 - a. Residents must disclose moonlighting and submit Outside Employment Form to the Department of Pharmacy and the RPD
 - b. Moonlighting is allowed, but not encouraged, and must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program
 - c. Any moonlighting hours must be counted toward total duty hours as defined by the Duty Hours requirement by ASHP
 - d. Professional liability insurance is not provided for external moonlighting
- 2.2 Reporting
 - a. The resident is responsible for reporting total moonlighting hours to the RPD each month in writing (e.g. via email)

Subject: Moonlighting and Work Outside of the Pharmacy Residency Program	Document No. E515
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- b. RPD will use total hours reported to ensure duty hour compliance

2.3 Review

- a. RPD will ensure that discussion of the potential impact of moonlighting on resident performance is part of the quarterly review of each resident at the RAC meetings
- b. If moonlighting impacts performance, the RAC will determine whether moonlighting hours should be limited for the resident

Reference:

ASHP Duty Hours Requirements

<http://www.ashp.org/DocLibrary/Accreditation/Regulations-Standards/Duty-Hours.aspx>

Document History:

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