


**RIVERSIDE UNIVERSITY HEALTH SYSTEM – MEDICAL CENTER**  
**PHARMACY DEPARTMENT**

		<b>Document No:</b> E515	Page 1 of 2
<b>Title:</b> Moonlighting and Work Outside of the Pharmacy Residency Program	<b>Effective Date:</b> 6/13/23	<input type="checkbox"/> RUHS – Behavioral Health <input type="checkbox"/> RUHS – Community Health Centers <input type="checkbox"/> RUHS – Hospital Based Clinics <input type="checkbox"/> RUHS – Medical Center <input type="checkbox"/> RUHS – Public Health <input checked="" type="checkbox"/> Departmental	
<b>Approved By:</b>    Davalyn Tidwell Pharmacy Director		<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure <input type="checkbox"/> Guideline	

## 1. SCOPE

- 1.1 Resident pharmacists at the Riverside University Health System
- a. To ensure compliance to pharmacy residency program completion requirements in accordance with human resources policies and American Society of Health-System Pharmacists (ASHP) Accreditation Standards and Duty Hour Requirements

## 2. DEFINITIONS

- 2.1 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.
- 2.2 RPD. Residency Program Director – The pharmacist responsible for direction, conduct, and oversight of the residency program.
- 2.3 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.
- 2.4 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.
- 2.5 VEC. Voluntary Extra Shift Compensation

## 3. POLICY

- 3.1 General Requirement
- a. Residents must disclose moonlighting to the Department of Pharmacy and the RPD
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- 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. Internal moonlighting can only commence on a volunteering basis and with the approval by the RPD after training requirements are completed in the service area of which the resident will work
- e. Professional liability insurance is not provided for external moonlighting

### 3.2 Reporting

- a. The resident is responsible for reporting total moonlighting hours to the RPD each month in writing (e.g. via email)
- b. For internal moonlighting, residents shall adhere to the terms defined by the VEC agreement letter. A separate timecard must be completed for internal moonlighting hours.
- c. RPD will review total hours reported to ensure duty hour compliance

### 3.3 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

## 4. REFERENCES

- 4.1 VEC Agreement Letter
- 4.2 ASHP Accreditation Standards
- 4.3 ASHP Duty Hours Requirements for Pharmacy Residencies.  
<https://www.ashp.org/professional-development/residency-information/residency-program-resources>

#### Document History:

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3/21/23	September Consent Agenda		
6/13/23	RAC / Aril PRC Consent Agenda		
	PRC Consent Agenda	Yes	Addition of internal moonlighting information