

Policy Title: Pharmacy Resident Moonlighting	Version Number: 3.0
Search Words: Pharmacy, Resident, Moonlighting	
Approved By Signature below:	Date: July 2020, Jan 2022, August 2022, October 2022
Melanie Massiah-White, BS Pharm, MHA VP, Chief Pharmacy Officer	

Purpose:

Define the guidelines for pharmacy resident moonlighting.

Applies to:

All pharmacy residents within the Inova Health System (IHS). This applies to both Post Graduate Year 1 and 2 (PGY1&2).

Definitions:

Moonlighting - The term “moonlighting” refers to voluntary, compensated work performed outside the organization (external) or within the organization where the resident is training (internal), or 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 (i.e. shifts in addition to the resident’s required staffing responsibilities).

Policy Description:

1. Moonlighting 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 resident’s fitness for work nor compromise patient safety.
2. Hours spent moonlighting will be in addition to hours spent on rotation (i.e. rotation hours are a minimum of 40 hours per week).
3. All moonlighting hours will be counted towards the 80-hour maximum weekly duty hour limit.



4. Residents are eligible to pick up extra shifts outside of the staffing requirement of the residency program (internal moonlighting) for additional monetary compensation provided they are qualified to work in those areas as determined by the pharmacy manager and the RPD.
 - i. In the event that the resident would like to work an additional shift, the resident must submit their request to work in writing to the RPD and pharmacy manager for approval.
 - ii. The resident may be approved to staff provided that it does not interfere with the resident's current rotation or longitudinal responsibilities.
 - iii. The resident's rotation preceptor will need to give approval for the resident to work if it interferes with the rotation schedule.
5. External moonlighting is also permitted and should follow the same approval process used for internal moonlighting as outlined above.
6. Residents must inform their Residency Program Director (RPD) in writing of any and all moonlighting shifts worked.
7. Moonlighting both internal and external is limited to 16 hours per pay period (2 weeks) unless otherwise approved by the RPD.
8. Pharmacy residents overall performance will be evaluated during regularly scheduled staffing shifts and during rotations.
 - a. If it has been determined that a resident's ability to provide safe and effective patient care has been adversely affected by moonlighting, the preceptor for the rotation will notify the RPD.
 - b. The RPD will evaluate the situation and review with the Residency Advisory Committee (RAC).
 - c. Based on the RAC's evaluation, residents may be asked to focus their time on the residency program and forego any future moonlighting activities.