Yale New Haven Health
Department of Pharmacy
Pharmacy Residency Program
Residency Duty Hour/Moonlighting Policy

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Approved by: Residency Advisory Board

ASHP Duty Hour Standard

Yale New Haven Health-system (YNHHS) residency programs adhere to the ASHP Duty Hour Standard.

The processes and policies below are intended to facilitate adherence to the duty hour standard and promote the health and well-being of all pharmacy residents.

Duty Hour Education

All residents are educated on the ASHP Duty Hour standard and YNHHS duty hour policy during orientation. The ASHP Duty Hour standard and YNHHS duty hour policy are reviewed at least annually during a preceptor meeting. Residents and preceptors receive annual education that includes recognizing signs of fatigue and sleep deprivation and strategies to manage negative effects of fatigue and sleep deprivation. Additional education is provided throughout the year as needed.

Moonlighting

The resident must inform the Residency Program Director (RPD) of any off-site job responsibilities. Due to concerns about fatigue and prioritization of learning opportunities, regular moonlighting is discouraged. The resident may volunteer to work additional shifts for pay under the following conditions:

- No more than four shifts per month
- Double shifts may not be covered on sequential days
- The resident consistently meets all project deadlines and is achieving residency goals at the expected rate
- The additional shifts do not violate any component of the ASHP duty hour standard
- RPD review and approval

Resident Responsibilities

The resident has a professional responsibility to be appropriately rested and fit for duty when they report for their shift. The resident shall self-evaluate their fitness for duty before assuming patient care responsibilities. Any concerns about their fitness for duty shall be immediately communicated to their preceptor and RPD. During this time, patient care responsibilities shall be assumed by the preceptor or other clinical pharmacist staff.

Residents must obtain RPD approval for any shift swaps or moonlighting. The requested changes must adhere to the duty hour standard. These requests shall be made in writing (via email) and do not go into effect until approved by the RPD.

Preceptor Responsibilities

Preceptors schedule rotation hours and any other learning experience obligations according to the duty hour standard. If a resident works an evening shift, the resident may report for rotation no earlier than eight hours following the shift (e.g. if the resident works until 11:30pm Sunday evening, they may arrive for rotation no earlier than 7:30am on Monday morning).

All preceptors assess the resident for signs and symptoms of fatigue throughout the learning experience. The preceptor shall immediately communicate any concerns about fatigue and fitness for duty to the RPD.

Formulary Preceptor Responsibilities

For residents that are responsible for the formulary pager, the formulary preceptor assesses the resident for signs and symptoms of fatigue as part of their regularly scheduled meetings. The formulary preceptor provides guidance to the resident to maintain an effective work-life balance and communicates any concerns to the RPD.

RPD Responsibilities

The RPD collaborates with the department scheduler and proactively reviews the resident schedule prior to its release and, if applicable, the formulary pager schedule to ensure adherence to the ASHP duty hour standard.

The RPD discusses the ASHP duty hour standard, YNHHS duty hour policy, and assesses the resident for signs and symptoms of fatigue at each quarterly meeting at a minimum. RPD develops a strategy to monitor moonlighting hours.

Additionally, the RPD regularly assesses the resident for fitness of duty. If the resident is not fit for duty, the RPD will excuse the resident to allow time for them to rest and recover. The RPD will evaluate each incident and determine if a performance action plan to address resident performance or modify program structure is needed.