TITLE Moonlighting			IDENTIFICATION NUMBER PH09.03.065
ORGANIZATION(S) University of Kentucky / UK HealthCare	SITES AFFECTED ☐ Enterprise ☒ Chandler ☒ Good Samaritan ☒ KCH ☒ Ambulatory	CATEGORY ☐ Enterprise ☐ Nursing ☒ Department ☐ Guideline ☐ Protocol	REPLACES:
REVIEW CYCLE ☐ 1 year ☒ 3 years REVIEW DATES: 9/2012; 4/2015; 4/30/2015; 5/25/2017; 8/10/2021; 11/9/2023, 5/28/2025; 10/01/2026		EFFECTIVE DATE: 11/15/2026	

POLICY STATEMENT

Moonlighting that occurs within the pharmacy residency program and/or the sponsoring institution or a non-hospital sponsor's primary clinical site(s) must be counted toward the 80-hour weekly limit on duty hours.

PURPOSE

To set forth guidelines for moonlighting (at internal or external sites) to promote the residents' educational experience and optimal patient care. The intent of this policy is to monitor a resident's moonlighting activities to ensure that the 80-hour weekly limit on duty hours is not exceeded. This will provide the resident with sufficient time for rest and restoration to promote safe and effective pharmaceutical care.

SCOPE

This policy applies to all residents of the UKHC Pharmacy Residency programs.

DEFINITIONS

Moonlighting is defined as voluntary-compensated work performed outside the organization or within the organization where the resident is in training.

PROCEDURES

External Site Approval

1. Resident must request approval from the program director in advance for any moonlighting activities at an external site.
2. The program director must provide a prospective written statement of permission for the resident to moonlight at any external site.
3. This statement must be placed in the resident's file and a copy must be sent to the Director of Pharmacy Services and the Graduate Medical Education office for the official files, for each external moonlighting arrangement.

Individual Occurrence Approval

1. Resident must notify the program director and rotation preceptor via e-mail when scheduling moonlighting activities at UK or any external site.

2. The resident must receive permission from their program director and rotation preceptor via e-mail for all individual occurrences at UK or any external site.
3. External and/or internal moonlighting is limited to a maximum of 40 hours per month.
4. Moonlighting is prohibited during normal resident duty hours, excluding weekday holidays. Residents may not moonlight in association with a service with which they are currently having a residency experience/rotation. Moonlighting experiences may not eclipse residency rotation experiences.
5. If the resident's preceptors and program director (RPD) determine that moonlighting is interfering with the resident's judgement, overall performance, compliance with ASHP Duty-Hour Requirements, and/or ability to achieve the educational goals and objectives of the program, the RPD may restrict or eliminate a resident's moonlighting hours.

REFERENCES

PH.09.03.055 Resident Staffing Experience
PH.09.03.090 Duty Hour Requirements

APPROVAL

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