



ASHP STATEMENT ON PHARMACY RESIDENCY FURLOUGHS RESULTING FROM THE COVID-19 PANDEMIC EMERGENCY

The COVID-19 pandemic has caused disruption to the healthcare delivery system, which has led to a substantial reduction in, or cessation of, patient care in some participating sites of ASHP-accredited programs. These disruptions resulted in furlough of some or all of their employees including: pharmacy residents, staff pharmacists, technicians, interns, and college of pharmacy adjunct and full time faculty.

For the purpose of this statement, ASHP defines a furlough as an involuntary and temporary separation of individuals from their employment without or at reduced salary and/or benefits as a result of pandemic-related reduction or cessation of patient care at one or more participating sites. As a personnel matter, furloughs could be implemented through suspensions, terminations, leaves of absence, or other actions consistent with the applicable organization's human resources policies.

Pharmacy residents are essential members of the pharmacy department and the patient care team, and furloughs and terminations of PGY1 and PGY2 pharmacy residents completing a residency are unacceptable. These actions disrupt patient care and resident training. In addition, furloughs of pharmacy residents negatively impacts the resident's eligibility for future professional positions in which post-graduate pharmacy residency training is required and for Board of Pharmacy Specialties board certification.

Sponsoring organizations, in partnership with their respective programs and participating sites, must ensure training continuity and the fulfillment of their obligations to pharmacy residents and others in the clinical learning environment.

Furloughs of other employees should not interfere with sponsoring organizations' abilities to ensure sufficient resources for residency program administration, program directors, preceptors, and/or faculty members. Furloughing a resident without a plan to honor the 12-month minimum training commitment, or termination of a resident's employment due to the

pandemic, constitutes a violation of the ASHP pharmacy residency standards and may subject programs to a change in accreditation status, up to and including withdrawal of accreditation.

In the event a program furloughs or terminates a current pharmacy resident due to the pandemic, the ASHP Accreditation Services Office must be notified of the following:

- 1) Name, location, and type of residency program
- 2) ASHP 5 digit code
- 3) Residency program director name, email address, and phone number
- 4) Director of Pharmacy, Dean of Pharmacy School, or Business Owner name, email address, and phone number
- 5) Name and contact information of the furloughed or terminated resident(s)
- 6) Reason for furlough or termination
- 7) Date of furlough or termination
- 8) Plan for continuation of the resident(s)' education and training, if any

Please contact the ASHP Accreditation Services Office at asd@ashp.org with questions.

This Statement is consistent with the statement of the Accreditation Council for Graduate Medical Education (ACGME) which is responsible for accrediting all graduate medical training for physicians in the United States. (1)

- (1) ACGME Statement on Furloughs Resulting from the COVID-19 Pandemic Emergency; Newsroom press release, April 9, 2020. Accessed via internet.