

| Section: | Family Medicine Residency Program | |
|---------------------------|---------------------------------------|--|
| Document Number: | 0030 | |
| Title: | Well-Being, Fatigue Mitigation Policy | |
| Responsible Department: | Graduate Medical Education | |
| Created: | 04/09/2019 | |
| Revised: | | |
| Superseded: | | |
| GMEC Approved: | 04/18/2019 | |
| Board of Directors | 04/24/2019 | |
| Approved: | | |
| Effective: | 04/25/2019 | |
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POLICY

Valley Health Team is committed to safe and effective patient care along with high quality education. VHT is committed to meeting the requirements of patient safety and resident and fellow well-being.

SCOPE

This policy applies to Valley Health Team, Inc. Graduate Medical Education and the ACGME requirements for the Sponsoring Institution.

PURPOSE

It is recognized that excessive and irregular hours worked by residents and fellows can lead to sleep deprivation and fatigue, which may affect judgment and clinical decision-making. These can impact patient safety through medical errors, as well as the safety of the residents/fellows through increased motor vehicle accidents, stress, depression and illness related complications. The purpose of this policy is to outline the requirements and resources related to well-being and fatigue management and mitigation for residents and fellows.

PROCEDURE

Well-Being: Self-care is an important component of professionalism for residents and faculty. It is also a skill that must be learned and nurtured in the context of other aspects of residency training.

VHT Programs, in partnership with the Sponsoring Institution, have the responsibility to address well-being. This responsibility must include:

- Efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships;
- Attention to scheduling, work intensity, and work compression that impacts resident



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well-being;

- Evaluating workplace safety data and addressing the safety of residents and faculty members;
- Policies and programs that encourage optimal resident and faculty member well-being;
 and,
 - Residents must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
 - Attention to resident and faculty member burnout, depression, and substance abuse. The program, in partnership with its Sponsoring Institution, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care. VHT programs, in partnership with its Sponsoring Institution, must:
 - Encourage residents and faculty members to alert the program director or other designated personnel or programs when they are concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence;
 - o Provide access to appropriate tools for self-screening; and,
 - Provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week. (Common Program Requirements VI.C.1)
- There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, family emergencies, and parental leave. VHT programs must allow an appropriate length of absence for residents unable to perform their patient care responsibilities.



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- The program must have policies and procedures in place to ensure coverage of patient care.
- These policies must be implemented without fear of negative consequences for the resident who is or was unable to provide the clinical work. (Common Program Requirements VI.C.2)

Fatigue Mitigation

VHT Programs must:

- Educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation;
- Educate all faculty members and residents in alertness management and fatigue mitigation processes; and,
- Encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning. (Common Program Requirements VI.D.1)
- VHT programs must ensure continuity of patient care, consistent with the program's policies and procedures, in the event that a resident may be unable to perform their patient care responsibilities due to excessive fatigue. (Common Program Requirements VI.D.2)
- The program, in partnership with its Sponsoring Institution, must ensure adequate sleep facilities and safe transportation options for residents who may be too fatigued to safely return home. (Common Program Requirements VI.D.3)

Resources

- During orientation residents learn to recognize the signs and symptoms of fatigue, to understand the impact of fatigue on patient care, and to appreciate the cumulative effects of sleep deprivation on personal health and well-being.
- Residents will learn techniques for mitigating fatigue including adequate sleep, nutrition, and exercise before night call. They will learn about the value of short naps.



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- The inpatient facilities where residents provide patient care provide sleep rooms for napping.
- Valley Health Team provides fatigue mitigation transportation option to help ensure a
 resident gets home safely when fatigued after work. Reimbursement is available to any
 resident that elect to use a transportation service to get home instead of driving their
 own vehicle while fatigued. Use of service will be monitored by the GME office.
- To optimize health and wellness. (Residents will be encouraged to sign up with a primary care provider.)
- It is recognized by VHT that residency is a time of intellectual and physical stress. All of the program staff maintain an awareness of the stressful nature of residency, and are prepared to offer help in problem solving for residents who may manifest psychiatric, economic, marital or social difficulties. All new residents attend GME Orientation where physician impairment and substance abuse are addressed.
- VHT will deal with the educational needs of residents with prolonged medical illness on an individual basis. Recommendations regarding appropriate and available counseling and support services will be provided. The Blue Shield - Employee Assistance Program (800-393-6130) offered by VHT provides 24 hour, toll-free access, for four free visits with licensed professionals and is available to all household and dependent family members. All services are confidential.

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| Soyla Reyna-Griffin, CPA | Date |
| Chief Executive Officer | |
| Maggie Culoro | 4/24/2019 |
| Maggie Rubi | Date |
| President, Board of Directors | |