

Graduate Medical Education Policy

Approved by the GMEC Committee on August 23, 2022

Effective Date: September 1, 2022

Review Date: August 2023

Next Review Date: August 2025

Policy Title: Resident and Faculty Well-Being

Purpose: Symptoms of fatigue and/or stress are normal and expected to occur periodically with the physician population (resident/fellow/attending), just as it would in other professional settings. Residents/fellows and faculty may on occasion, experience some effects of inadequate sleep and/or stress. As an institution, Oklahoma State University Center for Health Sciences (OSU-CHS) has adopted the following policy to address resident/fellow/faculty fatigue and/or:

Recognition of Resident/Fellow/Faculty Excess Fatigue and/or Stress

Signs and symptoms of fatigue and/or stress may include but are not limited to the following:

- Inattentiveness to details
- Forgetfulness
- Emotional lability
- Mood swings
- Increased conflicts with others
- Lack of attention to proper attire or hygiene
- Difficulty with novel tasks and multi-tasking
- Awareness is impaired (fall back on rote memory)

Response

The demonstration of resident/fellow/faculty excess fatigue and/or stress may occur in patient care settings or in non-patient care settings such as lectures and conferences. In patient care settings, patient safety, as well as the personal safety and well-being of the resident/fellow/faculty, mandates implementation of an immediate and a proper response sequence. In non-patient care settings, responses may vary depending on the severity of and the demeanor of the resident/fellow/faculty's appearance and perceived condition. The following is intended as a general guideline for those recognizing or observing excessive resident/fellow/faculty fatigue and/or stress in either setting.

Patient Care Settings

•Attending Clinician:

1. In the interest of patient and resident/fellow safety, the recognition that a resident/fellow is demonstrating evidence of excess fatigue and/or stress requires the attending or supervising resident/fellow to consider immediate release of the individual from any further patient care responsibilities at the time of recognition.
2. The attending clinician or supervising resident/fellow should privately discuss his/her opinion with the individual, attempt to identify the reason for excess fatigue and/or stress, and estimate the amount of rest that will be required to alleviate the situation.
- 3.

4. The attending clinician must attempt, in all circumstances without exception, to notify the chief/supervising resident/fellow on-call, program director or the chief medical officer, respectively, depending on the ability to contact one of these individuals, of the decision to release the resident from further patient care responsibilities at that time.

5. If excess fatigue is the issue, the attending clinician must advise the individual to rest for a period that is adequate to relieve the fatigue before operating a motorized vehicle. This may mean that the resident/fellow should first go to the on-call room for a sleep interval no less than 30 minutes. The individual may also be advised to consider calling someone to provide transportation home.

6. If stress is the issue, the attending upon privately counseling the resident/fellow, may opt to take immediate action to alleviate the stress. If, in the opinion of the attending, the individual's stress has the potential of negatively affect patient safety, the attending must immediately release the resident/fellow from further patient care responsibilities at that time. In the event of a decision to release the resident/fellow from further patient care activity; notification of program administrative personnel shall include the chief/supervising resident/fellow on-call, program director or chief medical officer, respectively, depending on the ability to contact one of these individuals.

7. A resident/fellow who has been released from further immediate patient care because of excess fatigue and/or stress cannot appeal the decision to the responding attending.

8. A resident/fellow who has been released from patient care cannot resume patient care duties without permission of the program director.

9. If the attending physician recognizes that another faculty member is demonstrating signs of excessive fatigue or stress, they are instructed to notify their program director.

10. If the attending physician recognizes that the program director is showing signs of excessive fatigue or stress, they are recommended to notify the department chair. In cases where there is not a department chair, they are recommended to notify the DIO.

Allied Health Care Personnel

1. Allied health care professionals in patient service areas will be instructed to report observations of apparent resident/fellow excess fatigue and/or stress to the observer's immediate supervisor who will then be responsible for reporting the observation to the respective program director.

Residents/Fellows

a. Residents/fellows who perceive that they are manifesting excess fatigue and/or stress have the professional responsibility to immediately notify the attending clinician, the chief resident, and the program director without fear of reprisal.

b. Residents/fellows recognizing resident fatigue and/or stress in fellow residents/fellows should report their observations and concerns immediately to the attending physician, the chief resident (if appropriate), and/or the program director.

c. Residents/fellows who perceive that a faculty member is demonstrating signs of excessive fatigue or stress, they are instructed to notify their program director

d. Residents/fellows who perceive that the program director is showing signs of excessive fatigue or stress, they are recommended to notify the department chair. In cases where there is not a department chair, they are recommended to notify the DIO.

Program Director

a. Following removal of a resident/fellow from duty, in association with the chief resident (if appropriate), determine the need for an immediate adjustment in duty assignments for remaining residents/fellows in the program.

b. Subsequently, the program director will review the resident/fellow's call schedules, work hour time reports, extent of patient care responsibilities, any known personal problems, and stresses contributing to this for the resident/fellow.

c. The program director will notify the director (attending physician) of the rotation in question to discuss methods to reduce resident/fellow fatigue.

d. In matters of resident stress, the program director will meet with the resident/fellow personally as soon as can be arranged. If counseling by the program director is judged to be insufficient, the program director will refer the resident/fellow to the Employee Assistance Program (EAP) at Stillwater Medical Center or to the EAP program at OSU-CHS (administered by Guidance Resources at <http://guidanceresources.com/>).

e. If the problem is recurrent or not resolved in a timely manner, the program director will have the authority to release the resident/fellow indefinitely from patient care duties pending evaluation from an individual designated by the EAP. (This will represent academic probation or dismissal and will follow House Staff Policy as outlined in the Academic standards.)

f. The program director will release the resident/fellow to resume patient care duties only after advisement from the EAP and will be responsible for informing the resident/fellow as well as the attending physician of the individual's current rotation.

g. If the Employee Assistance Program feels the resident/fellow should undergo continued counseling, the program director will be notified and should receive periodic updates from the EAP's representative.

h. Extended periods of release from duty assignments that exceed requirements for completion of training must be made up to meet training guidelines.

i. If the program director recognizes that another faculty member is suffering from excessive fatigue/stress, the program director should relieve that faculty member from trainee education temporarily until the faculty member is able to receive the services that they may need in order to resume teaching abilities in safe manner.

j. The program director must approve faculty resumption of teaching duties in order to provide a safe environment for the trainee.

OSU Center for Health Sciences EAP program is administered through ComPsych

There are two ways to access your Guidance Resources benefits:

a. Go to <http://guidanceresources.com/> and then click the link for REGISTER.

b. Enter OKSTATESAP as your WebID.

c. Then create your user ID and password.

d. Call 866-519-8354. You will speak to a counseling professional who will listen to your concerns and can guide you to the appropriate services you require.

Non-Patient Care Settings

If residents/fellows/faculty are observed to show signs of fatigue and/or stress in non-patient care settings, the program director should follow the program director procedure outline above for the patient care setting.