

## **Graduate Medical Education Policies and Procedures For Patient Safety**

**PURPOSE:** To ensure an environment that will promote patient safety for those patients cared for by the students, residents and fellows (hereafter all will be referred to as trainees). The purpose is to maintain an environment for trainees that promotes educational excellence and safe, evidence-based patient care.

**SCOPE:** Applies to all trainees in graduate medical education training programs sponsored by Texas Health Resources.

**PROVISIONS:** Texas Health Resources, as the Sponsoring Institution, is responsible for oversight and documentation of patient safety. Texas Health Resources ensures all trainees have:

- Access to systems for reporting errors, adverse events, unsafe conditions, and near misses in a protected manner that is free from reprisal; and,
- Opportunities to contribute to root cause analysis or other similar risk-reduction processes.

Moreover, to further ensure patient safety, each ACGME accredited graduate medical education program, sponsored by Texas Health Resources, is required to:

- Diligently monitor and ensure trainee work hours compliance, as determined by the ACGME (*refer to GME Policy for Trainee Work Hour Policy at Texas Health Resources*). At a minimum, monitoring of compliance will occur on a monthly basis by the residency or fellowship coordinator as the designee of the Program Director. Compliance with the ACGME work hours requirements promotes a work environment that is conducive to efficient, effective patient care.
- Provide training to trainees on Quality Management and Patient Safety during orientation and at teaching conferences throughout the academic year.
- Document moonlighting activities and monitor the impact on trainees' performance through morning report, attending evaluations, conference attendance and peer evaluations.
- Provide support for trainees' physical and emotional well-being by adhering to the above as well as the following provisions:
  - Trainees may turn down an admission if they are unable to give that patient the care that would be required because of their current patient responsibilities.
  - Full compliance with 1/7 days off.

- Access to systems/mechanisms for reporting errors, adverse events, unsafe conditions, and near misses in a protected manner:
  - Trainees may express emotional or physical needs to the Chief Trainee. The Chief Trainee will work to address job-related stressors.
  - Open door policy for trainees to speak with the Program Director or Associate Program Director (if applicable) regarding their needs.
  - Trainees have an opportunity to confidentially fill out the Annual ACGME Resident/Fellow Survey. Results will be reviewed by the Program Director and Graduate Medical Education Committee (GMEC).
- Monitor trainees by the faculty for signs of fatigue, burnout, or emotional or physical problems.
- Provide counseling services to trainees through the Human Resources Department of the institution. (*Refer to GME Policy on Work Environment on Texas Health Resources*).

**REFERENCES:**

GME Policy for Trainee Work Hour Policy at Texas Health Resources  
GME Policy on Work Environment on Texas Health Resources