

**POLICIES AND
PROCEDURES****Graduate Medical Education Policy
for Fatigue Mitigation at Texas Health Resources**

PURPOSE: To provide guidelines and define the Graduate Medical Education policy for Fatigue Mitigation at Texas Health Resources sponsored training programs. The aim of this policy is to ensure that Texas Health Resources adequately facilitates and provides resources for fatigue mitigation to residents/fellows and core faculty members. This policy is in line with the most up-to-date ACGME specialty/subspecialty-specific program requirements, common program requirements, and institutional requirements.

SCOPE: All residents and fellows (hereafter all will be referred to as trainees) employed by Texas Health Resources.

PROVISIONS: Texas Health Resources must oversee and ensure the following:

- Trainee clinical and educational work hours, consistent with the common and specialty/subspecialty-specific program requirements across all programs, addressing areas of non-compliance in a timely manner;
- Systems of care and learning and working environments that facilitate fatigue mitigation for trainees; and
- An educational program for trainees and core faculty members in fatigue mitigation.

Each ACGME-accredited training program, sponsored by Texas Health Resources, must:

- Educate trainees and faculty in recognizing the signs of fatigue and sleep deprivation;
- Educate all faculty members and trainees in alertness management and fatigue mitigation processes; and,
- Encourage trainees to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning; and,
- Define and communicate a process to ensure continuity of patient care, consistent with the program's policies and procedures referenced in VI.C.2–VI.C.2.b)*, in the event that a trainee may be unable to perform their patient care responsibilities due to excessive fatigue.

- **There are circumstances in which trainees may be unable to attend work, including but not limited to fatigue, illness, family*

emergencies, and parental leave. Each Program must allow an appropriate length of absence for trainees unable to perform their patient care responsibilities. (VI.C.2.)

- *Each Program must have policies and procedures in place to ensure coverage of patient care (VI.C.2.a)*
- *These policies must be implemented without fear of negative consequences for the trainees who is or was unable to provide the clinical work. (VI.C.2.b)*
- Each sponsored ACGME-accredited training program, in partnership with Texas Health Resources, must provide adequate sleep facilities and safe transportation options for trainees who may be too fatigued to return safely home.

As the sponsoring institution, Texas Health Resources, requires all Program Director to monitor trainees with the aim of mitigating fatigue; specifically, Program Directors must:

- Monitor clinical and educational work hours and adjust schedules as necessary to mitigate excessive service demands and/or fatigue.
- Monitor the need for and ensure the provision of backup support systems when patient care responsibilities are unusually difficult or prolonged.
- Monitor the demands of at home call (if applicable) and adjust schedules as necessary to mitigate excessive service demands and/or fatigue.
- Ensure continuity of patient care in the event that a trainee may be unable to perform their patient care responsibilities due to excessive fatigue.
- Facilitate or identify a designee who will provide annual education for trainees regarding fatigue mitigation as well as program-level clinical and educational work hour policies including the process to ensure continuity of patient care in the event that a resident may be unable to perform his/her patient care duties.