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| TITLE: Policy on Fatigue Mitigation | | |
| ACGME Institutional Requirement: III.B.5.a).(2) - III.B.5.a).(3) | | P&P#87102-025 |
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| Reference/Key Words: ACGME, Fellowship, Fatigue | | |

SECTION 1: PURPOSE

- 1.1 The purpose of this policy is to ensure Fellows, Program Directors, and Faculty Fellows are able to recognize the signs of fatigue in themselves and others, and are educated on fatigue mitigation strategies.

SECTION 2. APPLICABILITY and SCOPE

2.1 Definitions:

- .1.1 Fatigue is a feeling of weariness, tiredness, or lack of energy. Fatigue can impair a physician’s judgment, attention, and reaction time which can lead to medical errors that compromise patient safety.
- .1.2 Many signs and symptoms can provide insight to one’s impairment based on sleepiness. Clinical signs include:
 - .1.2.1 Moodiness
 - .1.2.2 Depression
 - .1.2.3 Irritability
 - .1.2.4 Apathy
 - .1.2.5 Impoverished speech
 - .1.2.6 Flattened affect
 - .1.2.7 Impaired memory
 - .1.2.8 Confusion
 - .1.2.9 Difficulty focusing on tasks
 - .1.2.10 Sedentary nodding off during conferences or while driving
 - .1.2.11 Repeatedly checking work
 - .1.2.12 Medical errors

SECTION 3. POLICY

Policy on Fatigue Mitigation

3.1 Hoag Memorial Hospital Presbyterian Faculty and Fellows must be educated to recognize the signs of fatigue and sleep deprivation and must adopt and apply the following programs and procedures to prevent and counteract potential associated negative effects on patient care and learning. These programs and procedures are designed to:

- .1.1 Raise Faculty and Fellow awareness of the negative effects of sleep deprivation and fatigue on their ability to provide safe and effective patient care
- .1.2 Provide Faculty and Fellows with tools for recognizing when they are at risk
- .1.3 Identify strategies for Faculty and Fellows to use that will help minimize the effects of fatigue (in addition to getting more sleep)
- .1.4 Help identify and manage impaired Fellows

Procedure:

3.2 Fellow's Responsibilities in Identifying and Counteracting Fatigue:

- .2.1 Fellows will be educated on the hazards of sleep deprivation and fatigue in the workplace and in their personal lives (e.g., motor vehicle accidents).
- .2.2 Fellow will be expected to adopt habits that provide adequate sleep in order to perform the daily activities required by the program.
- .2.3 Work Hour limits will be strictly adhered and enforced. In the event that a Fellow is too sleepy to drive home at the end of a work period, he or she should be encouraged to use another form of transportation (e.g., taxicab, Uber, friend, spouse, coworker) or take a nap prior to leaving the training site.

3.3 Faculty Responsibilities in Identifying and Counteracting Fatigue:

- .3.1 Faculty will be educated on the hazards of sleep deprivation and fatigue in the workplace and in the provision of care to patients.
- .3.2 Faculty members will be able to determine if Fellows are sleep deprived and will make the appropriate recommendations to correct the problem.
- .3.3 The Faculty will learn to accept the limitations on the role of a Fellow under the Work Hour mandates and will not penalize a Fellow as being lazy or disinterested when the Fellow leaves a work assignment "on time."

3.4 ACGME Requirements on Sleep and Fatigue:

- .4.1 "Faculty and Fellows must be educated to recognize the signs of fatigue, and adopt and apply policies to prevent and counteract its potential negative effects." (Accreditation Council for Graduate Medical Education [ACGME] Common Program Requirements (Fellowship) VI.C.1.d)).
- .4.2 "The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for: sleep/rest facilities that are safe, quiet, clean, and private, and that must be available and accessible for residents/fellows, with proximity appropriate for safe patient care; safe transportation options for residents/fellows who may be too fatigued to safely return home on their own." (ACGME Institutional Requirements III.B.7.d).(2)- III.B.7.d).(3)).

3.5 Counseling:

- .5.1 In the event that a Fellow is reported as one who appears to be persistently sleepy or fatigued during service, the Program Director and Faculty member mentor to the Fellow will counsel the Fellow individually to determine if some medical, physical, or psychosocial factors affecting performance. An appropriate referral will be made based on the finding during that interview.

3.6 Evaluation:

- .6.1 The effectiveness of this policy will be measured by:
 - .6.1.1 The number of Fellows who report that they have received the training (ACGME Fellow survey).
 - .6.1.2 The number of Fellows who comply with the Work Hour requirements.
 - .6.1.3 The assessment by Faculty and others of the number of incidents by which a Fellow can be identified as fatigued during work hours and the number of medical errors attributed to Fellow fatigue.
 - .6.1.4 Raise Faculty and Fellow awareness of the negative effects of sleep deprivation and fatigue on their ability to provide safe and effective patient care.
 - .6.1.4.1.1 Provide Faculty and Fellows with tools for recognizing when they are at risk
 - .6.1.4.1.2 Identify strategies for Faculty and Fellows to use that will minimize the effects of fatigue (in addition to getting more sleep)
 - .6.1.4.1.3 Help identify and manage impaired Fellows

SECTION 4. REFERENCES

4.1 ACGME Institutional Requirements:

https://www.acgme.org/globalassets/pfassets/programrequirements/800_institutionalrequirements_2022.pdf

4.2 ACGME Common Program Requirements (Fellowship):

https://www.acgme.org/globalassets/pfassets/programrequirements/cprfellowship_2023.pdf